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National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities

College and University Personnel Association

1992-93 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities

College and University Personnel Association
Washington, D.C.

In Conjunction With

Appalachian State University
Boone, North Carolina

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resource administrators representing more than 1,600 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resource administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to human resource professionals. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 301, Washington, D.C. 20036, (202) 429-0311.

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This *CUPA 1992-93 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

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Finally, very special thanks go to those 269 public college and university presidents and chancellors whose institutions participated in this survey.

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EXECUTIVE SUMMARY

For the twelfth consecutive year (1981-82 through 1992-93) the College and University Personnel Association (CUPA) Washington, D.C., in conjunction with Appalachian State University, Boone, North Carolina, have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's public colleges and universities. This *1992-93 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* involved 269 public colleges and universities.

A "broad brush" comparison of increases in annual overall salary averages for all participating institutions over the last seven years (beginning with a comparison of the "base year" of 1985-86) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the years, there is a significant minority of colleges and universities which are different.

Survey Year	"Base Year" 1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93
Number of Institutions:	262	261	272	281	278	282	290	269
Number of Faculty:	63,623	63,490	68,617	73,412	72,985	74,763	82,109	72,223
Average Salary For all Ranks:	$31,321	$32,980	$34,951	$36,967	$39,020	$40,607	$42,352	$44,391
Percentage Increase of Salary Annually:	0.00%	5.30%	5.98%	5.77%	5.55%	4.07%	4.30%	4.81%

Again this year, the DISCIPLINE/Major Field of ENGINEERING/Engineering leads the salary survey ($55,398) in overall average salaries with a SALARY FACTOR of 1.25 or 25 percent above the average (1.00) of all 55 DISCIPINES/Major Fields. The "top five" for 1992-93 are as follows:

1. ENGINEERING/Engineering ..... 1.25 - $55,398
2. BUSINESS MANAGEMENT & ADMINISTRATION/ Accounting ..... 1.17 - $52,109
3. BUSINESS MANAGEMENT & ADMINISTRATION/ Business Marketing and Marketing Management ..... 1.17 - $51,828
4. BUSINESS MANAGEMENT & ADMINISTRATION/ Business Administration and Management, General ..... 1.16 - $51,339
5. PHYSICAL SCIENCES/Physics, General ..... 1.12 - $49,590

Twenty-three (42 percent) of the 55 DISCIPLINES/Major Fields had average salaries above the 1.00 overall average. Also, for the first time this year almost two-thirds (62 percent) of the 55 DISCIPLINES/Major Fields had at least one faculty member's salary of $100,000 or more for the 9-10 month academic year. The highest salary was a professor earning $160,520 in BUSINESS MANAGEMENT & ADMINISTRATION/Business Administration and Management, General.

Although the average FAC MIX PCT (Faculty Mix Percentage) of professors in the survey was 0.35 or 35 percent, 15 DISCIPLINES/Major Fields had over 40 percent of their faculty at the professor rank. Those with the highest percentages at the professor rank are as follows:

1. PHYSICAL SCIENCES/Geology 53%
2. PHYSICAL SCIENCES/Chemistry, General 52%
3. SOCIAL SCIENCES/History, General 51%
4. PHYSICAL SCIENCES/Physics, General 49%
5. LIFE SCIENCES/Biological Sciences 46%

Those with the lowest percentages at the professor rank are as follows:

1. HEALTH PROFESSIONS & RELATED/Nursing (R.N. Training) 9%
2. HEALTH PROFESSIONS & RELATED/Physical Therapy 12%
3. LIBRARY AND ARCHIVAL SCIENCES 14%
4. HEALTH PROFESSIONS & RELATED/Occupational Therapy 15%
5. HOME ECONOMICS/Home Economics 22%

The average percentage of NEW ASST PROFs (New Assistant Professors) in the survey is 0.04 or 4 percent. Those DISCIPLINES/Major Fields with the highest percentages of NEW ASST PROFs are as follows:

1. HEALTH PROFESSIONS & RELATED/Occupational Therapy 10%
2. EDUCATION/Special Education, General 6%

Those with the lowest percentages of NEW ASST PROFs are as follows:

1. AGRIBUSINESS & AGRICULTURE PRODUCTION 1%
2. BUSINESS MANAGEMENT & ADMINISTRATION/Administrative Assistant/Secretarial Sciences, General 2%
3. COMMUNICATION TECHNOLOGIES/Educational/Instructional Media Tech./Technician 2%
4. EDUCATION/Reading Teacher Education 2%
5. LIBRARY AND ARCHIVAL SCIENCES 2%
6. PHYSICAL SCIENCES/Geology 2%

Obviously, numerous analyses of the data may be made from the survey. To address individual institutional data needs, "Special Studies" (computer printouts) of data from 10 or more institutions can be made available from the data base and may be requested from CUPA for a nominal fee. These studies consist of salary comparisons between either an institution and 10 or more other institutions or salary comparisons of institutions with similar sets of characteristics (enrollment, faculty, administrative staff, geographical location and/or budget). CONFIDENTIALITY OF DATA IS GUARANTEED—no institutional datum is released. *Please see the Special Study Order Form on page 51 of this survey report.*

Finally, a series of articles describing the changes in average salary within individual DISCIPLINES/Major Fields and specific ranks compared with the Consumer Price Index over time are written annually by Dr. Richard D. Howe, Director of the CUPA Faculty Salary Surveys (public and private), and are published in ERIC's *Resources in Education*. Each article consists of four-year, salary-trend data from the CUPA data base on a "rolling" basis for most of the applicable DISCIPLINES/Major Fields beginning in 1986 for the years 1982-83 through 1985-86, etc., using data from the same institutions for both study years.

INTRODUCTION

THE BACKGROUND

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83; 213 participated in 1983-84; 262 participated in 1984-85; 262 participated in 1985-86; 261 participated in 1986-87; 272 participated in 1987-88; 281 participated in 1988-89; 278 participated in 1989-90; 282 participated in 1990-91; 290 participated in 1991-92; and, 269 participated in 1992-93.

This 1992-93 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1992-93), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990,* and many of the four-and six-digit areas. The results will be released at the beginning of each new year so that the most current data can be effectively used by line administrators.

For the ninth straight year (1984-85 through 1992-93), information was collected from participating colleges and universities holding collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. The names of all participating institutions for the last 10 years of the survey are listed in Appendix B. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124 and FAX (704) 262-2126.

THE NEED

Current data on faculty compensation are currently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

APPLICATIONS

This survey attempts to address these needs by collecting data on 55 disciplines of participating public colleges and universities in the U.S. and comparing the average, low and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 269 public institutions which participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the ninth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those insitutions which participated in the ninth (1989-90) and twelfth (1992-93) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the surveys may have their data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request salary data of 10 or more institutions which have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 51.

SURVEY RESULTS

METHODOLOGY

This CUPA *1992-93 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* collected and tabulated full-time salary data for faculty in 55 selected disciplines. These were chosen from among the disciplines defined by *A Classification of Instructional Programs (CIP), 1990.* Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 72,223 faculty members are found in APPENDIX A—The Data Tables. The list of 269 public institutions which participated in the annual survey in 1992-93 is found in APPENDIX B. Also listed in APPENDIX B are all of the public colleges and universities which have participated in the annual survey from 1983-84 through 1992-93.

ANALYSIS OF DATA

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine- or 10-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 0.32 for associate professor of accounting means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.32 for assistant professors of accounting is 32 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1992. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS (page 36) AND COMMUNICATIONS (page 11):

1. *Size of the Sample.* The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	771	84
C	1811	180

2. *Average Salary.* The average salary for every rank in BUSINESS ECONOMICS was higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	58757	47966	42846	41123	32088	49358
C	52137	41675	33642	32591	26534	39163

3. *High and Low Salaries.* In BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS at the Assistant Professor, New Assistant Professor, and Insturctor ranks. In COMMUNICATIONS the "high salary" is higher at the Professor and Associate Professor ranks. In the "low salaries" BUSINESS ECONOMICS faculty are higher at every rank.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	ALL INSTRUCTOR	RANKS
BE	103870	72000	65425	56000	54500	103870
C	108846	83760	61950	43956	51082	108846

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	ALL INSTRUCTOR	RANKS
BE	41095	31600	27866	32004	22000	22000
C	34932	24272	19688	22000	17581	17581

4. *Faculty Mix Percentage* (FAC MIX PCT). The percentages of faculty in each rank are dissimilar. For example, in BUSINESS ECONOMICS, 32 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 23 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS ECONOMICS is an "older" discipline whereas COMMUNICATIONS is a relatively "newer"

discipline. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	ALL INSTRUCTOR	RANKS
BE	.32	.36	.29	.03	.03	1.00
C	.23	.27	.36	.04	.13	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "newer" major field like NURSING (N) and an "older" field like PHILOSOPHY AND RELIGION (PR), and also how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the survey. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall survey average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	ALL INSTRUCTOR	RANKS
N	.09	.28	.49	.05	.13	1.00
PR	.43	.30	.24	.04	.02	1.00
AMF	.35	.29	.29	.04	.06	1.00

5. *Salary Factor.* This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of PROFESSOR is 7 percent above the average salary of all PROFESSORS from all reporting institutions and is 12 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS FACULTY:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	ALL INSTRUCTOR	RANKS
BE	1.07	1.10	1.19	1.19	1.19	1.11
C	.95	.95	.93	.94	.98	.88

In all 55 major discipline fields, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. One hundred and four (104) of the 269 participating institutions (39 percent) had collective bargaining contracts with their faculties. The average salary for collective bargaining institutions is 23.46 percent higher than for non-collective bargaining institutions in the survey.

APPENDIX A

LIST OF SELECTED DISCIPLINES
and
MAJOR FIELDS
and
THE DATA TABLES

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: Agricultural Business and Production 010000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	56369	186	34	44629	147	35	36700	128	36	29396	7	6	24586	11	9	46637	472	43
	HIGH SALARY	128762			73269			60692			34814			37015			128762		
	LOW SALARY	36281			32148			22324			26000			10817			10817		
	FAC MIX PCT	0.39			0.31			0.27			0.01			0.02			1.00		
	SALARY FACTOR	1.02			1.02			1.02			0.85			0.91			1.05		
#1	AVERAGE SALARY	46793	93		38372	62		32598	61		29396	7		23351	9		39686	225	
	HIGH SALARY	70015			53285			39890			34814			34049			70015		
	LOW SALARY	36281			32148			26000			26000			10817			10817		
	FAC MIX PCT	0.41			0.28			0.27			0.03			0.04			1.00		
	SALARY FACTOR	0.85			0.88			0.90			0.85			0.86			0.89		
#2	AVERAGE SALARY	65944	93		49193	85		40435	67					30142	2		52970	247	
	HIGH SALARY	128762			73269			60692						37015			128762		
	LOW SALARY	39555			32346			22324						23269			22324		
	FAC MIX PCT	0.38			0.34			0.27						0.01			1.00		
	SALARY FACTOR	1.20			1.12			1.12						1.12			1.19		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: Architecture and Related Programs 040000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	55017	101	19	46483	104	19	37326	94	20	35844	16	9	36500	4	1	46355	303	21
	HIGH SALARY	100000			72300			57799			40000			43000			100000		
	LOW SALARY	36087			32514			27000			27000			30000			27000		
	FAC MIX PCT	0.33			0.34			0.31			0.05			0.01			1.00		
	SALARY FACTOR	1.00			1.06			1.04			1.03			1.35			1.04		
#1	AVERAGE SALARY	50835	42		43347	62		35740	64		35292	12		36500	4		42185	172	
	HIGH SALARY	77444			59930			48265			40000			43000			77444		
	LOW SALARY	36087			32514			27000			27000			30000			27000		
	FAC MIX PCT	0.24			0.36			0.37			0.07			0.02			1.00		
	SALARY FACTOR	0.92			0.99			0.99			1.02			1.35			0.95		
#2	AVERAGE SALARY	57995	59		51114	42		40712	30		37500	4					51830	131	
	HIGH SALARY	100000			72300			57799			40000						100000		
	LOW SALARY	41509			35530			34000			34000						34000		
	FAC MIX PCT	0.45			0.32			0.23			0.03						1.00		
	SALARY FACTOR	1.05			1.17			1.13			1.08						1.17		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies 050000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	57322	100	29	47923	89	30	36047	65	28	36651	13	10	30150	11	7	47818	265	42
	HIGH SALARY	84197			77012			66064			66064			43488			84197		
	LOW SALARY	30000			31815			25000			27500			21429			21429		
	FAC MIX PCT	0.38			0.34			0.25			0.05			0.04			1.00		
	SALARY FACTOR	1.04			1.10			1.00			1.06			1.12			1.08		
#1	AVERAGE SALARY	50545	10		41012	16		31785	13		35000	1		23465	2		39555	41	
	HIGH SALARY	71388			51033			38855			35000			25500			71388		
	LOW SALARY	30000			33100			25000			35000			21429			21429		
	FAC MIX PCT	0.24			0.39			0.32			0.02			0.05			1.00		
	SALARY FACTOR	0.92			0.94			0.88			1.01			0.87			0.89		
#2	AVERAGE SALARY	58075	90		49438	73		37112	52		36789	12		31635	9		49331	224	
	HIGH SALARY	84197			77012			66064			66064			43488			84197		
	LOW SALARY	40600			31815			27500			27500			21798			21798		
	FAC MIX PCT	0.40			0.33			0.23			0.05			0.04			1.00		
	SALARY FACTOR	1.06			1.13			1.03			1.06			1.17			1.11		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: Communications 090000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	52137	423	142	41675	485	149	33642	661	164	32591	79	57	26534	242	98	39163	1811	180
	HIGH SALARY	108846			83760			61950			43956			51082			108846		
	LOW SALARY	34932			24272			19688			22000			17581			17581		
	FAC MIX PCT	0.23			0.27			0.36			0.04			0.13			1.00		
	SALARY FACTOR	0.95			0.95			0.93			0.94			0.98			0.88		
#1	AVERAGE SALARY	47828	209		39525	285		31937	400		31439	50		26152	184		36036	1078	
	HIGH SALARY	72875			83760			61950			42000			51082			83760		
	LOW SALARY	34932			24272			19688			22000			17973			17973		
	FAC MIX PCT	0.19			0.26			0.37			0.05			0.17			1.00		
	SALARY FACTOR	0.87			0.90			0.89			0.91			0.97			0.81		
#2	AVERAGE SALARY	56345	214		44738	200		36254	261		34578	29		27746	58		43761	733	
	HIGH SALARY	108846			77012			57386			43956			41606			108846		
	LOW SALARY	34947			30160			24246			26100			17581			17581		
	FAC MIX PCT	0.29			0.27			0.36			0.04			0.08			1.00		
	SALARY FACTOR	1.02			1.02			1.01			1.00			1.03			0.99		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: Educational/Instructional Media Tech./Technician 100101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56542	36	15	44054	40	18	33314	31	16	29443	3	3	29064	14	8	43283	121	21
HIGH SALARY	70110			55488			42339			33250			38278			70110		
LOW SALARY	40703			26100			21780			27080			17172			17172		
FAC MIX PCT	0.30			0.33			0.26			0.02			0.12			1.00		
SALARY FACTOR	1.03			1.01			0.92			0.85			1.08			0.98		
#1 AVERAGE SALARY	51616	11		39114	15		33443	17		28000	1		28992	7		38519	50	
HIGH SALARY	67391			52418			42339			28000			38278			67391		
LOW SALARY	43829			26100			21780			28000			17172			17172		
FAC MIX PCT	0.22			0.30			0.34			0.02			0.14			1.00		
SALARY FACTOR	0.94			0.89			0.93			0.81			1.07			0.87		
#2 AVERAGE SALARY	58710	25		47018	25		33157	14		30165	2		29136	7		46639	71	
HIGH SALARY	70110			55488			42080			33250			36000			70110		
LOW SALARY	40703			34864			25416			27080			20088			20088		
FAC MIX PCT	0.35			0.35			0.20			0.03			0.10			1.00		
SALARY FACTOR	1.07			1.07			0.92			0.87			1.08			1.05		

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: Computer and Information Sciences 110000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	61069	499	154	49858	600	171	43019	669	192	43346	69	53	29127	161	79	48656	1929	211
HIGH SALARY	140080			93086			73088			63998			49020			140080		
LOW SALARY	33721			25416			20088			29150			16002			16002		
FAC MIX PCT	0.26			0.31			0.35			0.04			0.08			1.00		
SALARY FACTOR	1.11			1.14			1.19			1.25			1.08			1.10		
#1 AVERAGE SALARY	56967	251		47761	345		41957	424		42681	37		29018	129		45526	1149	
HIGH SALARY	121181			72500			63271			56457			49020			121181		
LOW SALARY	37992			26100			24427			29150			16002			16002		
FAC MIX PCT	0.22			0.30			0.37			0.03			0.11			1.00		
SALARY FACTOR	1.04			1.09			1.16			1.23			1.07			1.03		
#2 AVERAGE SALARY	65220	248		52695	255		44857	245		44116	32		29565	32		53266	780	
HIGH SALARY	140080			93086			73088			63998			47051			140080		
LOW SALARY	33721			25416			20088			29500			18863			18863		
FAC MIX PCT	0.32			0.33			0.31			0.04			0.04			1.00		
SALARY FACTOR	1.19			1.20			1.24			1.27			1.09			1.20		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Education

130000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	52343	1361	178	42541	1131	179	34374	1253	181	32926	185	91	26729	253	85	42317	3998	192
	HIGH SALARY	125646			75505			59293			50611			43900			125646		
	LOW SALARY	30051			21006			18682			19944			14175			14175		
	FAC MIX PCT	0.34			0.28			0.31			0.05			0.06			1.00		
	SALARY FACTOR	0.95			0.97			0.95			0.95			0.99			0.95		
#1	AVERAGE SALARY	47747	765		39775	621		32820	756		31761	106		26225	181		39081	2323	
	HIGH SALARY	87440			74510			56113			42000			43900			87440		
	LOW SALARY	30051			21006			20550			24000			14175			14175		
	FAC MIX PCT	0.33			0.27			0.33			0.05			0.08			1.00		
	SALARY FACTOR	0.87			0.91			0.91			0.92			0.97			0.88		
#2	AVERAGE SALARY	58241	596		45908	510		36738	497		34490	79		27995	72		46805	1675	
	HIGH SALARY	125646			75505			59293			50611			43028			125646		
	LOW SALARY	33912			29000			18682			19944			18376			18376		
	FAC MIX PCT	0.36			0.30			0.30			0.05			0.04			1.00		
	SALARY FACTOR	1.06			1.05			1.02			1.00			1.04			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: Curriculum and Instruction

130301

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	49369	281	52	40242	218	54	32929	252	55	31421	40	26	26404	74	24	39875	825	62
	HIGH SALARY	72304			57015			48692			39900			38459			72304		
	LOW SALARY	35300			21006			19800			19800			16962			16962		
	FAC MIX PCT	0.34			0.26			0.31			0.05			0.09			1.00		
	SALARY FACTOR	0.90			0.92			0.91			0.91			0.98			0.90		
#1	AVERAGE SALARY	47380	195		38705	151		32109	184		31134	27		25992	64		38139	594	
	HIGH SALARY	68705			57015			48692			39900			38459			68705		
	LOW SALARY	35300			21006			19838			21840			16962			16962		
	FAC MIX PCT	0.33			0.25			0.31			0.05			0.11			1.00		
	SALARY FACTOR	0.86			0.88			0.89			0.90			0.96			0.86		
#2	AVERAGE SALARY	53879	86		43706	67		35149	68		32016	13		29046	10		44340	231	
	HIGH SALARY	72304			55978			47511			35000			37216			72304		
	LOW SALARY	37111			28800			19800			19800			20862			19800		
	FAC MIX PCT	0.37			0.29			0.29			0.06			0.04			1.00		
	SALARY FACTOR	0.98			1.00			0.98			0.92			1.08			1.00		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Education Administration and Supervision, General 130401

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	52812	193	62	42654	140	57	35401	114	46	34418	19	15	27113	10	6	44794	457	71
	HIGH SALARY	80125			56000			71054			41904			34619			80125		
	LOW SALARY	36156			30838			25749			27000			21840			21840		
	FAC MIX PCT	0.42			0.31			0.25			0.04			0.02			1.00		
	SALARY FACTOR	0.96			0.98			0.98			0.99			1.00			1.01		
#1	AVERAGE SALARY	51723	115		41647	88		34876	79		33795	14		26279	9		43315	291	
	HIGH SALARY	80125			56000			71054			39900			30000			80125		
	LOW SALARY	36156			30838			25749			29808			21840			21840		
	FAC MIX PCT	0.40			0.30			0.27			0.05			0.03			1.00		
	SALARY FACTOR	0.94			0.95			0.97			0.98			0.97			0.98		
#2	AVERAGE SALARY	54417	78		44360	52		36586	35		36163	5		34619	1		47387	166	
	HIGH SALARY	66948			55626			44184			41904			34619			66948		
	LOW SALARY	36360			31344			27000			27000			34619			27000		
	FAC MIX PCT	0.47			0.31			0.21			0.03			0.01			1.00		
	SALARY FACTOR	0.99			1.01			1.01			1.04			1.28			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: Special Education, General 131001

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	51589	237	73	41410	189	76	33765	196	75	33545	37	32	26223	32	21	42064	654	93
	HIGH SALARY	87440			59672			47476			43896			36214			87440		
	LOW SALARY	34432			25540			18682			27000			16353			16353		
	FAC MIX PCT	0.36			0.29			0.30			0.06			0.05			1.00		
	SALARY FACTOR	0.94			0.95			0.94			0.97			0.97			0.95		
#1	AVERAGE SALARY	46981	107		37782	86		31100	96		31208	17		25952	19		38165	308	
	HIGH SALARY	87440			56950			39900			39900			34650			87440		
	LOW SALARY	34432			25540			20000			27000			18540			18540		
	FAC MIX PCT	0.35			0.28			0.31			0.06			0.06			1.00		
	SALARY FACTOR	0.85			0.86			0.86			0.90			0.96			0.86		
#2	AVERAGE SALARY	55383	130		44439	103		36324	100		35531	20		26620	13		45536	346	
	HIGH SALARY	73643			59672			47476			43896			36214			73643		
	LOW SALARY	37603			31816			18682			28000			16353			16353		
	FAC MIX PCT	0.38			0.30			0.29			0.06			0.04			1.00		
	SALARY FACTOR	1.01			1.02			1.01			1.03			0.99			1.03		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Counselor Education Counseling and Guidance Servic 131101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52275	194	64	41971	145	62	34794	123	53	34353	26	19	26902	11	8	43980	473	70
HIGH SALARY	146691			63521			50000			43896			36154			146691		
LOW SALARY	22279			30978			27342			29000			20452			20452		
FAC MIX PCT	0.41			0.31			0.26			0.05			0.02			1.00		
SALARY FACTOR	0.95			0.96			0.97			0.99			1.00			0.99		
#1 AVERAGE SALARY	48073	113		38633	67		32878	67		33039	12		25922	7		40964	254	
HIGH SALARY	146691			53850			39410			37000			29792			146691		
LOW SALARY	22279			31184			27342			29000			20452			20452		
FAC MIX PCT	0.44			0.26			0.26			0.05			0.03			1.00		
SALARY FACTOR	0.87			0.88			0.91			0.95			0.96			0.92		
#2 AVERAGE SALARY	58138	81		44837	78		37085	56		35479	14		28618	4		47478	219	
HIGH SALARY	68249			63521			50000			43896			36154			68249		
LOW SALARY	40158			30978			29241			32426			25482			25482		
FAC MIX PCT	0.37			0.36			0.26			0.06			0.02			1.00		
SALARY FACTOR	1.06			1.02			1.03			1.02			1.06			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: Teacher Education 131300

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50082	303	68	40841	269	70	34232	373	69	31746	48	29	26752	109	36	39701	1054	80
HIGH SALARY	81071			71287			50566			39532			50000			81071		
LOW SALARY	34083			28349			20525			25200			16000			16000		
FAC MIX PCT	0.29			0.26			0.35			0.05			0.10			1.00		
SALARY FACTOR	0.91			0.93			0.95			0.92			0.99			0.89		
#1 AVERAGE SALARY	46981	165		38564	151		33305	222		31679	30		27707	75		37596	613	
HIGH SALARY	63945			60221			45400			39000			50000			63945		
LOW SALARY	35658			28349			20525			27000			16000			16000		
FAC MIX PCT	0.27			0.25			0.36			0.05			0.12			1.00		
SALARY FACTOR	0.85			0.88			0.92			0.91			1.03			0.85		
#2 AVERAGE SALARY	53790	138		43754	118		35594	151		31857	18		24646	34		42627	441	
HIGH SALARY	81071			71287			50566			39532			36825			81071		
LOW SALARY	34083			29622			24792			25200			17784			17784		
FAC MIX PCT	0.31			0.27			0.34			0.04			0.08			1.00		
SALARY FACTOR	0.98			1.00			0.99			0.92			0.91			0.96		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Technology Teacher Education/Industrial Arts Teach 131309

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52742	108	32	42142	90	34	35376	78	32	33120	8	7	27968	27	16	42915	303	41
HIGH SALARY	73638			61584			43956			36000			35728			73638		
LOW SALARY	36579			31899			26000			26000			20000			20000		
FAC MIX PCT	0.36			0.30			0.26			0.03			0.09			1.00		
SALARY FACTOR	0.96			0.96			0.98			0.96			1.04			0.97		
#1 AVERAGE SALARY	48120	54		40464	61		34665	56		32736	3		27890	24		39371	195	
HIGH SALARY	65231			61584			42396			36000			35728			65231		
LOW SALARY	36579			32020			27712			29754			20000			20000		
FAC MIX PCT	0.28			0.31			0.29			0.02			0.12			1.00		
SALARY FACTOR	0.87			0.92			0.96			0.95			1.03			0.89		
#2 AVERAGE SALARY	57364	54		45670	29		37184	22		33351	5		28589	3		49314	108	
HIGH SALARY	73638			55488			43956			35857			35618			73638		
LOW SALARY	41426			31899			26000			26000			24343			24343		
FAC MIX PCT	0.50			0.27			0.20			0.05			0.03			1.00		
SALARY FACTOR	1.04			1.04			1.03			0.96			1.06			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: Reading Teacher Education 131315

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52889	63	25	43547	60	24	36535	49	24	38021	3	3	28340	14	9	43719	186	39
HIGH SALARY	76032			58203			50094			40005			38864			76032		
LOW SALARY	19021			31660			26243			34650			21321			19021		
FAC MIX PCT	0.34			0.32			0.26			0.02			0.08			1.00		
SALARY FACTOR	0.96			1.00			1.01			1.10			1.05			0.98		
#1 AVERAGE SALARY	44196	25		36355	23		32755	23		34650	1		28443	10		36776	81	
HIGH SALARY	52690			44653			39900			34650			38864			52690		
LOW SALARY	19021			32850			27530			34650			24210			19021		
FAC MIX PCT	0.31			0.28			0.28			0.01			0.12			1.00		
SALARY FACTOR	0.80			0.83			0.91			1.00			1.05			0.83		
#2 AVERAGE SALARY	58608	38		48019	37		39879	26		39707	2		28082	4		49075	105	
HIGH SALARY	76032			58203			50094			40005			34676			76032		
LOW SALARY	37674			31660			26243			39408			21321			21321		
FAC MIX PCT	0.36			0.35			0.25			0.02			0.04			1.00		
SALARY FACTOR	1.07			1.10			1.11			1.15			1.04			1.11		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: ENGINEERING
MAJOR FIELD: Engineering

140000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	65171	1068	65	51745	793	72	44797	633	72	44741	90	36	34707	40	22	55398	2534	79
	HIGH SALARY	142786			84044			76807			60000			51126			142786		
	LOW SALARY	11359			29484			28760			35000			22956			11359		
	FAC MIX PCT	0.42			0.31			0.25			0.04			0.02			1.00		
	SALARY FACTOR	1.18			1.18			1.24			1.29			1.28			1.25		
#1	AVERAGE SALARY	60809	433		48466	395		43262	396		44838	63		32859	27		50754	1251	
	HIGH SALARY	120000			74811			60000			60000			46095			120000		
	LOW SALARY	35810			29484			28760			38500			22956			22956		
	FAC MIX PCT	0.35			0.32			0.32			0.05			0.02			1.00		
	SALARY FACTOR	1.11			1.11			1.20			1.29			1.22			1.14		
#2	AVERAGE SALARY	68145	635		54998	398		47363	237		44514	27		38545	13		59927	1283	
	HIGH SALARY	142786			84044			76807			55320			51126			142786		
	LOW SALARY	11359			29782			31380			35000			24678			11359		
	FAC MIX PCT	0.49			0.31			0.18			0.02			0.01			1.00		
	SALARY FACTOR	1.24			1.26			1.31			1.29			1.43			1.35		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: Engineering-Related Technologies

150000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	51977	313	67	43893	435	81	37685	381	75	37717	36	23	29149	72	32	43146	1201	87
	HIGH SALARY	75270			64384			55000			44000			47316			75270		
	LOW SALARY	37107			24705			22536			30600			16512			16512		
	FAC MIX PCT	0.26			0.36			0.32			0.03			0.06			1.00		
	SALARY FACTOR	0.95			1.00			1.05			1.09			1.08			0.97		
#1	AVERAGE SALARY	49903	190		42288	264		36852	281		37029	27		27089	53		41163	788	
	HIGH SALARY	72100			61791			55000			43000			38808			72100		
	LOW SALARY	37107			24705			24740			30600			16512			16512		
	FAC MIX PCT	0.24			0.34			0.36			0.03			0.07			1.00		
	SALARY FACTOR	0.91			0.97			1.02			1.07			1.00			0.93		
#2	AVERAGE SALARY	55182	123		46372	171		40025	100		39781	9		34893	19		46930	413	
	HIGH SALARY	75270			64384			54341			44000			47316			75270		
	LOW SALARY	37853			29976			22536			32023			23174			22536		
	FAC MIX PCT	0.30			0.41			0.24			0.02			0.05			1.00		
	SALARY FACTOR	1.00			1.06			1.11			1.15			1.29			1.06		

FACULTY SALARY SURVEY

Group # 1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: Foreign Languages and Literatures 160000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53241	636	175	41554	631	183	33193	697	190	31468	107	76	25924	200	86	40851	2164	222
HIGH SALARY	113016			72300			61519			47000			41239			113016		
LOW SALARY	26600			22000			21397			24000			14400			14400		
FAC MIX PCT	0.29			0.29			0.32			0.05			0.09			1.00		
SALARY FACTOR	0.97			0.95			0.92			0.91			0.96			0.92		
#1 AVERAGE SALARY	46593	290		37536	321		30866	408		30022	65		24699	141		35894	1160	
HIGH SALARY	112713			52799			45400			38150			36364			112713		
LOW SALARY	26600			22000			21397			24000			14400			14400		
FAC MIX PCT	0.25			0.28			0.35			0.06			0.12			1.00		
SALARY FACTOR	0.85			0.86			0.86			0.87			0.91			0.81		
#2 AVERAGE SALARY	58813	346		45714	310		36477	289		33704	42		28853	59		46578	1004	
HIGH SALARY	113016			72300			61519			47000			41239			113016		
LOW SALARY	35857			26757			23389			25958			20214			20214		
FAC MIX PCT	0.34			0.31			0.29			0.04			0.06			1.00		
SALARY FACTOR	1.07			1.05			1.01			0.97			1.07			1.05		

DISCIPLINE: HOME ECONOMICS, GENERAL
MAJOR FIELD: Home Economics 190000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54905	172	60	42402	258	64	34918	273	69	34142	27	23	26834	85	45	40859	788	81
HIGH SALARY	109967			71989			61519			42500			36675			109967		
LOW SALARY	22810			29146			22500			24000			17996			17996		
FAC MIX PCT	0.22			0.33			0.35			0.03			0.11			1.00		
SALARY FACTOR	1.00			0.97			0.97			0.99			0.99			0.92		
#1 AVERAGE SALARY	49529	92		39068	142		33234	174		33819	21		26435	68		37152	476	
HIGH SALARY	88571			57289			49332			42500			36675			88571		
LOW SALARY	22810			29146			22500			24000			17996			17996		
FAC MIX PCT	0.19			0.30			0.37			0.04			0.14			1.00		
SALARY FACTOR	0.90			0.89			0.92			0.98			0.98			0.84		
#2 AVERAGE SALARY	61086	80		46484	116		37879	99		35273	6		28431	17		46514	312	
HIGH SALARY	109967			71989			61519			37018			36154			109967		
LOW SALARY	38034			30960			28128			32000			19017			19017		
FAC MIX PCT	0.26			0.37			0.32			0.02			0.05			1.00		
SALARY FACTOR	1.11			1.06			1.05			1.02			1.05			1.05		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: LETTERS
MAJOR FIELD: English Language and Literature/Letters 230000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51918	1894	240	41032	1644	249	32344	1621	245	30773	205	113	24053	674	149	40190	5833	255
HIGH SALARY	140982			78017			57799			48296			44000			140982		
LOW SALARY	26273			23880			19902			21387			13500			13500		
FAC MIX PCT	0.32			0.28			0.28			0.04			0.12			1.00		
SALARY FACTOR	0.94			0.94			0.90			0.89			0.89			0.91		
#1 AVERAGE SALARY	46347	930		37096	876		30532	1030		29742	130		23802	525		35567	3361	
HIGH SALARY	82326			70945			55113			42000			38594			82326		
LOW SALARY	30528			24900			19902			21387			15000			15000		
FAC MIX PCT	0.28			0.26			0.31			0.04			0.16			1.00		
SALARY FACTOR	0.84			0.85			0.85			0.86			0.88			0.80		
#2 AVERAGE SALARY	57293	964		45522	768		35502	591		32559	75		24939	149		46475	2472	
HIGH SALARY	140982			78017			57799			48296			44000			140982		
LOW SALARY	26273			23880			20430			24890			13500			13500		
FAC MIX PCT	0.39			0.31			0.24			0.03			0.06			1.00		
SALARY FACTOR	1.04			1.04			0.98			0.94			0.92			1.05		

DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES
MAJOR FIELD: Library Science 250000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56239	56	24	47304	153	36	35554	160	33	31735	10	7	27210	38	14	42038	407	42
HIGH SALARY	100842			77012			55333			46988			45053			100842		
LOW SALARY	29125			22450			20994			22500			18045			18045		
FAC MIX PCT	0.14			0.38			0.39			0.02			0.09			1.00		
SALARY FACTOR	1.02			1.08			0.99			0.92			1.01			0.95		
#1 AVERAGE SALARY	49091	27		34853	47		29498	56		25313	4		24612	24		33806	154	
HIGH SALARY	65632			48987			44353			28350			34650			65632		
LOW SALARY	29125			22450			20994			22500			18045			18045		
FAC MIX PCT	0.18			0.31			0.36			0.03			0.16			1.00		
SALARY FACTOR	0.89			0.80			0.82			0.73			0.91			0.76		
#2 AVERAGE SALARY	62894	29		52825	106		38815	104		36016	6		31663	14		47049	253	
HIGH SALARY	100842			77012			55333			46988			45053			100842		
LOW SALARY	37650			30382			25491			29115			24603			24603		
FAC MIX PCT	0.11			0.42			0.41			0.02			0.06			1.00		
SALARY FACTOR	1.14			1.21			1.08			1.04			1.17			1.06		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: Biological Sciences/Life Sciences 260000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54366	1728	240	43435	1027	229	35104	887	208	32711	152	101	25666	135	68	45844	3777	252
HIGH SALARY	149791			77515			65440			61105			41338			149791		
LOW SALARY	29332			9025			19000			22223			13033			9025		
FAC MIX PCT	0.46			0.27			0.23			0.04			0.04			1.00		
SALARY FACTOR	0.99			0.99			0.97			0.94			0.95			1.03		
#1 AVERAGE SALARY	49281	937		39249	592		32811	580		31645	100		24354	99		41147	2208	
HIGH SALARY	149791			70472			65440			53170			37404			149791		
LOW SALARY	29332			20571			19000			22223			13033			13033		
FAC MIX PCT	0.42			0.27			0.26			0.05			0.04			1.00		
SALARY FACTOR	0.90			0.90			0.91			0.91			0.90			0.93		
#2 AVERAGE SALARY	60389	791		49131	435		39438	307		34760	52		29274	36		52454	1569	
HIGH SALARY	141884			77515			64824			61105			41338			141884		
LOW SALARY	32224			9025			23000			23000			20422			9025		
FAC MIX PCT	0.50			0.28			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.10			1.12			1.09			1.00			1.08			1.18		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: Mathematics 270000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56870	1521	234	43272	1294	239	35173	1193	239	33512	149	98	25659	420	121	44090	4428	254
HIGH SALARY	151807			77012			61519			50000			48000			151807		
LOW SALARY	28282			25000			18504			22400			11875			11875		
FAC MIX PCT	0.34			0.29			0.27			0.03			0.09			1.00		
SALARY FACTOR	1.03			0.99			0.98			0.97			0.95			0.99		
#1 AVERAGE SALARY	49899	715		40071	738		33839	807		33066	98		25467	346		38898	2606	
HIGH SALARY	92059			64828			60000			50000			48000			92059		
LOW SALARY	30696			25000			20580			22500			15000			15000		
FAC MIX PCT	0.27			0.28			0.31			0.04			0.13			1.00		
SALARY FACTOR	0.91			0.92			0.94			0.95			0.94			0.88		
#2 AVERAGE SALARY	63055	806		47521	556		37964	386		34371	51		26554	74		51516	1822	
HIGH SALARY	151807			77012			61519			43252			44213			151807		
LOW SALARY	28282			28998			18504			22400			11875			11875		
FAC MIX PCT	0.44			0.31			0.21			0.03			0.04			1.00		
SALARY FACTOR	1.15			1.09			1.05			0.99			0.98			1.16		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: Multi/Interdisciplinary Studies 300000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54692	93	26	40671	99	20	32396	128	19	33743	10	5	26274	31	8	40096	351	34
HIGH SALARY	84546			55488			52974			43896			55800			84546		
LOW SALARY	24210			26451			24624			26550			14040			14040		
FAC MIX PCT	0.26			0.28			0.36			0.03			0.09			1.00		
SALARY FACTOR	0.99			0.93			0.90			0.97			0.97			0.90		
#1 AVERAGE SALARY	50216	43		37831	60		30750	96		28305	4		26118	30		35653	229	
HIGH SALARY	84546			53458			43455			29476			55800			84546		
LOW SALARY	24210			26451			24624			26550			14040			14040		
FAC MIX PCT	0.19			0.26			0.42			0.02			0.13			1.00		
SALARY FACTOR	0.91			0.86			0.85			0.82			0.97			0.80		
#2 AVERAGE SALARY	58541	50		45040	39		37336	32		37368	6		30975	1		48437	122	
HIGH SALARY	78271			55488			52974			43896			30975			78271		
LOW SALARY	39532			30975			26203			31828			30975			26203		
FAC MIX PCT	0.41			0.32			0.26			0.05			0.01			1.00		
SALARY FACTOR	1.06			1.03			1.04			1.08			1.15			1.09		

DISCIPLINE: LEISURE STUDIES
MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies 310000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52780	314	91	42814	332	93	34819	362	96	31725	31	28	29028	153	48	41199	1161	110
HIGH SALARY	88227			74501			53960			39000			54470			88227		
LOW SALARY	34185			26172			22225			27300			16380			16380		
FAC MIX PCT	0.27			0.29			0.31			0.03			0.13			1.00		
SALARY FACTOR	0.96			0.98			0.97			0.92			1.07			0.93		
#1 AVERAGE SALARY	46764	155		37616	150		32745	197		31655	22		29056	105		36890	607	
HIGH SALARY	67102			53047			45800			38406			54470			67102		
LOW SALARY	34185			26172			22225			27300			16380			16380		
FAC MIX PCT	0.26			0.25			0.32			0.04			0.17			1.00		
SALARY FACTOR	0.85			0.86			0.91			0.91			1.08			0.83		
#2 AVERAGE SALARY	58644	159		47098	182		37294	165		31897	9		28966	48		45920	554	
HIGH SALARY	88227			74501			53960			39000			42151			88227		
LOW SALARY	37778			30068			25000			27500			20159			20159		
FAC MIX PCT	0.29			0.33			0.30			0.02			0.09			1.00		
SALARY FACTOR	1.07			1.08			1.03			0.92			1.07			1.03		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: Philosophy and Religion 380000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55570	490	153	41772	343	139	32698	270	126	31524	45	39	25727	24	19	45255	1127	184
HIGH SALARY	137374			80528			47410			38208			34900			137374		
LOW SALARY	31810			27900			23500			26000			18000			18000		
FAC MIX PCT	0.43			0.30			0.24			0.04			0.02			1.00		
SALARY FACTOR	1.01			0.95			0.91			0.91			0.95			1.02		
#1 AVERAGE SALARY	48753	223		37528	180		31250	139		30723	22		25602	16		40108	558	
HIGH SALARY	85000			52148			47410			38000			31820			85000		
LOW SALARY	31810			27900			23500			26000			20150			20150		
FAC MIX PCT	0.40			0.32			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.89			0.86			0.87			0.89			0.95			0.90		
#2 AVERAGE SALARY	61262	267		46459	163		34234	131		32289	23		25977	8		50303	569	
HIGH SALARY	137374			80528			46750			38208			34900			137374		
LOW SALARY	35857			29500			24000			26757			18000			18000		
FAC MIX PCT	0.47			0.29			0.23			0.04			0.01			1.00		
SALARY FACTOR	1.11			1.06			0.95			0.93			0.96			1.13		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences 400000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53006	226	53	42236	157	49	34966	155	50	30710	25	16	24774	30	20	43615	568	62
HIGH SALARY	85917			68715			57799			34860			35156			85917		
LOW SALARY	30000			26979			24136			24481			17172			17172		
FAC MIX PCT	0.40			0.28			0.27			0.04			0.05			1.00		
SALARY FACTOR	0.96			0.97			0.97			0.89			0.92			0.98		
#1 AVERAGE SALARY	49217	119		39642	92		32956	78		28810	8		23963	24		40413	313	
HIGH SALARY	85917			60228			49625			32000			35156			85917		
LOW SALARY	30000			26979			24136			24481			17172			17172		
FAC MIX PCT	0.38			0.29			0.25			0.03			0.08			1.00		
SALARY FACTOR	0.89			0.91			0.91			0.83			0.89			0.91		
#2 AVERAGE SALARY	57220	107		45906	65		37003	77		31604	17		28019	6		47544	255	
HIGH SALARY	72931			68715			57799			34860			34619			72931		
LOW SALARY	36936			28000			28000			28000			23200			23200		
FAC MIX PCT	0.42			0.25			0.30			0.07			0.02			1.00		
SALARY FACTOR	1.04			1.05			1.03			0.91			1.04			1.07		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Chemistry, General

400501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55674	1090	203	42356	476	179	34613	501	178	32592	74	60	27212	46	28	47060	2113	224
HIGH SALARY	123841			74501			70196			49327			43303			123841		
LOW SALARY	24000			21275			9138			24750			14310			9138		
FAC MIX PCT	0.52			0.23			0.24			0.04			0.02			1.00		
SALARY FACTOR	1.01			0.97			0.96			0.94			1.01			1.06		
#1 AVERAGE SALARY	50521	559		39161	280		32946	312		31465	54		25152	34		42481	1185	
HIGH SALARY	123271			57600			60263			38000			35086			123271		
LOW SALARY	24000			21275			18747			24750			14310			14310		
FAC MIX PCT	0.47			0.24			0.26			0.05			0.03			1.00		
SALARY FACTOR	0.92			0.90			0.91			0.91			0.93			0.96		
#2 AVERAGE SALARY	61099	531		46921	196		37366	189		35634	20		33049	12		52907	928	
HIGH SALARY	123841			74501			70196			49327			43303			123841		
LOW SALARY	28177			32003			9138			27500			25060			9138		
FAC MIX PCT	0.57			0.21			0.20			0.02			0.01			1.00		
SALARY FACTOR	1.11			1.07			1.04			1.03			1.22			1.19		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

400601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54817	429	116	42195	223	95	34845	139	76	31783	16	14	26765	12	11	47435	803	133
HIGH SALARY	127450			69478			56974			43470			34919			127450		
LOW SALARY	35870			28388			19000			19000			21600			19000		
FAC MIX PCT	0.53			0.28			0.17			0.02			0.01			1.00		
SALARY FACTOR	1.00			0.96			0.97			0.92			0.99			1.07		
#1 AVERAGE SALARY	49148	211		39851	140		32147	86		29210	11		25817	10		42443	447	
HIGH SALARY	84584			54027			40795			35000			31200			84584		
LOW SALARY	35870			31415			19000			19000			21600			19000		
FAC MIX PCT	0.47			0.31			0.19			0.02			0.02			1.00		
SALARY FACTOR	0.89			0.91			0.89			0.84			0.96			0.96		
#2 AVERAGE SALARY	60304	218		46148	83		39222	53		37444	5		31507	2		53703	356	
HIGH SALARY	127450			69478			56974			43470			34919			127450		
LOW SALARY	36624			28388			26594			31401			28095			26594		
FAC MIX PCT	0.61			0.23			0.15			0.01			0.01			1.00		
SALARY FACTOR	1.10			1.05			1.09			1.08			1.17			1.21		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physics, General

400801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58349	796	178	44930	454	151	36905	326	138	35929	48	40	27733	33	22	49590	1609	204
HIGH SALARY	144590			75004			67303			65000			41934			144590		
LOW SALARY	25383			20000			23785			26500			18000			18000		
FAC MIX PCT	0.49			0.28			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.06			1.03			1.02			1.04			1.03			1.12		
#1 AVERAGE SALARY	50525	331		41058	237		34816	204		35410	32		25873	25		42915	797	
HIGH SALARY	114814			60185			65000			65000			34340			114814		
LOW SALARY	33977			20000			23785			26500			18000			18000		
FAC MIX PCT	0.42			0.30			0.26			0.04			0.03			1.00		
SALARY FACTOR	0.92			0.94			0.97			1.02			0.96			0.97		
#2 AVERAGE SALARY	63918	465		49159	217		40398	122		36966	16		33547	8		56141	812	
HIGH SALARY	144590			75004			67303			44011			41934			144590		
LOW SALARY	25383			32106			24653			30975			29334			24653		
FAC MIX PCT	0.57			0.27			0.15			0.02			0.01			1.00		
SALARY FACTOR	1.16			1.12			1.12			1.07			1.24			1.26		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: Psychology

420000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53783	1284	221	42430	853	213	33676	763	210	32234	153	98	28395	80	47	44703	2980	238
HIGH SALARY	140982			91078			69370			60280			43150			140982		
LOW SALARY	22500			21000			24000			24000			20000			20000		
FAC MIX PCT	0.43			0.29			0.26			0.05			0.03			1.00		
SALARY FACTOR	0.98			0.97			0.93			0.93			1.05			1.01		
#1 AVERAGE SALARY	49019	649		38882	460		32204	463		31696	106		27933	65		40577	1637	
HIGH SALARY	94733			60015			51034			45000			38173			94733		
LOW SALARY	22500			21000			24000			25920			20000			20000		
FAC MIX PCT	0.40			0.28			0.28			0.06			0.04			1.00		
SALARY FACTOR	0.89			0.89			0.89			0.92			1.03			0.91		
#2 AVERAGE SALARY	58652	635		46584	393		35947	300		33448	47		30400	15		49733	1343	
HIGH SALARY	140982			91078			69370			60280			43150			140982		
LOW SALARY	36774			25759			24000			24000			21015			21015		
FAC MIX PCT	0.47			0.29			0.22			0.03			0.01			1.00		
SALARY FACTOR	1.07			1.06			1.00			0.97			1.13			1.12		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: Protective Services

430000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	52573	143	56	40827	139	62	33044	171	61	32453	24	16	27315	31	17	40682	484	79
	HIGH SALARY	112115			60720			43956			39000			40100			112115		
	LOW SALARY	31833			29415			25258			26505			18168			18168		
	FAC MIX PCT	0.30			0.29			0.35			0.05			0.06			1.00		
	SALARY FACTOR	0.96			0.93			0.92			0.94			1.01			0.92		
#1	AVERAGE SALARY	47486	74		40029	91		32613	128		31929	19		27015	28		37656	321	
	HIGH SALARY	65440			55451			43500			39000			37500			65440		
	LOW SALARY	31833			29788			25258			26505			18168			18168		
	FAC MIX PCT	0.23			0.28			0.40			0.06			0.09			1.00		
	SALARY FACTOR	0.86			0.92			0.90			0.92			1.00			0.85		
#2	AVERAGE SALARY	58028	69		42338	48		34329	43		34446	5		30117	3		46642	163	
	HIGH SALARY	112115			60720			43956			37650			40100			112115		
	LOW SALARY	38475			29415			25560			30000			24000			24000		
	FAC MIX PCT	0.42			0.29			0.26			0.03			0.02			1.00		
	SALARY FACTOR	1.06			0.97			0.95			0.99			1.11			1.05		

DISCIPLINE: PUBLIC AFFAIRS
MAJOR FIELD: Social Work

440701

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	56572	182	67	45060	230	85	35473	233	95	34654	31	26	30052	36	23	44063	681	106
	HIGH SALARY	108846			82036			58626			44500			45808			108846		
	LOW SALARY	37775			30537			21028			27400			16716			16716		
	FAC MIX PCT	0.27			0.34			0.34			0.05			0.05			1.00		
	SALARY FACTOR	1.03			1.03			0.98			1.00			1.11			0.99		
#1	AVERAGE SALARY	50789	77		40851	114		33968	142		33613	13		30580	30		39417	363	
	HIGH SALARY	73620			62284			50000			40000			45808			73620		
	LOW SALARY	37775			30537			24473			27400			16716			16716		
	FAC MIX PCT	0.21			0.31			0.39			0.04			0.08			1.00		
	SALARY FACTOR	0.92			0.93			0.94			0.97			1.13			0.89		
#2	AVERAGE SALARY	60813	105		49197	116		37823	91		35405	18		27416	6		49366	318	
	HIGH SALARY	108846			82036			58626			44500			31500			108846		
	LOW SALARY	39770			33000			21028			29500			23863			21028		
	FAC MIX PCT	0.33			0.36			0.29			0.06			0.02			1.00		
	SALARY FACTOR	1.11			1.12			1.05			1.02			1.01			1.11		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Social Sciences, General

450101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55834	242	50	43915	256	54	35596	224	48	33328	28	19	27373	42	19	44342	764	65
HIGH SALARY	139702			76511			63584			55224			39080			139702		
LOW SALARY	30000			22136			19974			24963			16500			16500		
FAC MIX PCT	0.32			0.34			0.29			0.04			0.05			1.00		
SALARY FACTOR	1.02			1.00			0.99			0.96			1.01			1.00		
#1 AVERAGE SALARY	45113	109		37428	118		29857	121		31513	18		23814	19		36509	367	
HIGH SALARY	72978			59336			41250			41250			28701			72978		
LOW SALARY	30000			25740			22020			27000			16500			16500		
FAC MIX PCT	0.30			0.32			0.33			0.05			0.05			1.00		
SALARY FACTOR	0.82			0.86			0.83			0.91			0.88			0.82		
#2 AVERAGE SALARY	64621	133		49461	138		42338	103		36595	10		30313	23		51582	397	
HIGH SALARY	139702			76511			63584			55224			39080			139702		
LOW SALARY	35636			22136			19974			24963			20352			19974		
FAC MIX PCT	0.34			0.35			0.26			0.03			0.06			1.00		
SALARY FACTOR	1.17			1.13			1.17			1.06			1.12			1.16		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology

450201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55876	220	84	44045	160	63	33882	125	63	31988	21	18	29481	5	5	46515	510	108
HIGH SALARY	118429			74501			49430			42500			38973			118429		
LOW SALARY	35662			31350			26000			26000			21840			21840		
FAC MIX PCT	0.43			0.31			0.25			0.04			0.01			1.00		
SALARY FACTOR	1.02			1.01			0.94			0.92			1.09			1.05		
#1 AVERAGE SALARY	48375	70		38219	68		31862	59		31087	9		27810	3		39742	200	
HIGH SALARY	67320			50300			42500			42500			38811			67320		
LOW SALARY	35662			31350			26000			26000			21840			21840		
FAC MIX PCT	0.35			0.34			0.30			0.05			0.02			1.00		
SALARY FACTOR	0.88			0.87			0.88			0.90			1.03			0.90		
#2 AVERAGE SALARY	59377	150		48351	92		35688	66		32664	12		31988	2		50884	310	
HIGH SALARY	118429			74501			49430			38208			38973			118429		
LOW SALARY	40000			31903			26757			26757			25002			25002		
FAC MIX PCT	0.48			0.30			0.21			0.04			0.01			1.00		
SALARY FACTOR	1.08			1.11			0.99			0.94			1.18			1.15		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General

450601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58202	503	123	46920	394	121	40569	333	110	41082	37	28	26636	55	24	48822	1285	141
HIGH SALARY	116624			75505			66064			66064			48066			116624		
LOW SALARY	16000			25920			23778			31250			9539			9539		
FAC MIX PCT	0.39			0.31			0.26			0.03			0.04			1.00		
SALARY FACTOR	1.06			1.07			1.13			1.19			0.99			1.10		
#1 AVERAGE SALARY	53916	207		43356	177		39794	172		40574	18		27435	29		45256	585	
HIGH SALARY	97416			67508			61005			54000			38000			97416		
LOW SALARY	16000			25920			27500			31250			22000			16000		
FAC MIX PCT	0.35			0.30			0.29			0.03			0.05			1.00		
SALARY FACTOR	0.98			0.99			1.10			1.17			1.02			1.02		
#2 AVERAGE SALARY	61200	296		49826	217		41397	161		41565	19		25745	26		51802	700	
HIGH SALARY	116624			75505			66064			66064			48066			116624		
LOW SALARY	38341			32544			23778			31840			9539			9539		
FAC MIX PCT	0.42			0.31			0.23			0.03			0.04			1.00		
SALARY FACTOR	1.11			1.14			1.15			1.20			0.95			1.17		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Geography

450701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54437	305	100	42544	214	89	34096	190	96	33115	24	19	28028	19	17	44942	728	126
HIGH SALARY	138276			73496			53025			41904			39928			138276		
LOW SALARY	35154			24558			22536			26000			19121			19121		
FAC MIX PCT	0.42			0.29			0.26			0.03			0.03			1.00		
SALARY FACTOR	0.99			0.97			0.95			0.96			1.04			1.01		
#1 AVERAGE SALARY	49142	150		38922	113		32020	93		31191	10		26635	11		40982	367	
HIGH SALARY	83232			52525			45560			34500			33804			83232		
LOW SALARY	35154			24558			24558			26000			19121			19121		
FAC MIX PCT	0.41			0.31			0.25			0.03			0.03			1.00		
SALARY FACTOR	0.89			0.89			0.89			0.90			0.99			0.92		
#2 AVERAGE SALARY	59560	155		46597	101		36086	97		34489	14		29944	8		48969	361	
HIGH SALARY	138276			73496			53025			41904			39928			138276		
LOW SALARY	37404			31780			22536			29905			20000			20000		
FAC MIX PCT	0.43			0.28			0.27			0.04			0.02			1.00		
SALARY FACTOR	1.08			1.07			1.00			1.00			1.11			1.10		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: History, General

450801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53612	1280	222	41869	618	192	31860	556	172	31515	135	86	26376	59	41	45272	2513	228
HIGH SALARY	144590			76254			69782			69782			46246			144590		
LOW SALARY	21225			24824			22500			24000			18000			18000		
FAC MIX PCT	0.51			0.25			0.22			0.05			0.02			1.00		
SALARY FACTOR	0.97			0.96			0.88			0.91			0.98			1.02		
#1 AVERAGE SALARY	48125	684		38074	341		30572	367		29778	85		25247	44		40551	1436	
HIGH SALARY	92132			54000			44062			42012			46246			92132		
LOW SALARY	21225			24824			22500			24000			18000			18000		
FAC MIX PCT	0.48			0.24			0.26			0.06			0.03			1.00		
SALARY FACTOR	0.88			0.87			0.85			0.86			0.93			0.91		
#2 AVERAGE SALARY	59910	596		46540	277		34362	189		34467	50		29689	15		51567	1077	
HIGH SALARY	144590			76254			69782			69782			39532			144590		
LOW SALARY	29678			27657			23544			25000			24891			23544		
FAC MIX PCT	0.55			0.26			0.18			0.05			0.01			1.00		
SALARY FACTOR	1.09			1.06			0.95			1.00			1.10			1.16		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Political Science, General

451001

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55615	719	192	42758	439	168	33754	445	163	31959	56	46	27923	55	37	45424	1658	213
HIGH SALARY	123841			131644			68985			54080			45541			131644		
LOW SALARY	14200			25969			22779			24200			20000			14200		
FAC MIX PCT	0.43			0.26			0.27			0.03			0.03			1.00		
SALARY FACTOR	1.01			0.98			0.94			0.92			1.03			1.02		
#1 AVERAGE SALARY	48849	356		39340	241		32180	287		30833	37		26776	38		40265	922	
HIGH SALARY	85000			131644			68985			47000			36364			131644		
LOW SALARY	31329			25969			22779			24200			20000			20000		
FAC MIX PCT	0.39			0.26			0.31			0.04			0.04			1.00		
SALARY FACTOR	0.89			0.90			0.89			0.89			0.99			0.91		
#2 AVERAGE SALARY	62250	363		46917	198		36612	158		34151	19		30487	17		51887	736	
HIGH SALARY	123841			75505			60692			54080			45541			123841		
LOW SALARY	14200			27423			24680			29000			20016			14200		
FAC MIX PCT	0.49			0.27			0.21			0.03			0.02			1.00		
SALARY FACTOR	1.13			1.07			1.02			0.99			1.13			1.17		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Sociology 451101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51810	641	169	41336	512	174	33279	401	157	32023	51	42	26932	46	37	43098	1600	207
HIGH SALARY	98999			64017			52402			45000			39880			98999		
LOW SALARY	33633			24075			16164			23000			10000			10000		
FAC MIX PCT	0.40			0.32			0.25			0.03			0.03			1.00		
SALARY FACTOR	0.94			0.94			0.92			0.92			1.00			0.97		
#1 AVERAGE SALARY	47192	319		38377	287		31735	260		31519	31		25934	34		39112	900	
HIGH SALARY	77789			61621			45000			45000			39880			77789		
LOW SALARY	33633			24075			16164			23000			10000			10000		
FAC MIX PCT	0.35			0.32			0.29			0.03			0.04			1.00		
SALARY FACTOR	0.86			0.88			0.88			0.91			0.96			0.88		
#2 AVERAGE SALARY	56385	322		45111	225		36127	141		32803	20		29759	12		48224	700	
HIGH SALARY	98999			64017			52402			39532			37900			98999		
LOW SALARY	35496			28070			26436			28095			22374			22374		
FAC MIX PCT	0.46			0.32			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.03			1.03			1.00			0.95			1.10			1.09		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Visual and Performing Arts 500000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49635	242	61	39429	287	68	32111	282	66	28985	24	15	26555	39	18	39315	850	79
HIGH SALARY	79260			65312			103400			39000			45000			103400		
LOW SALARY	32811			18054			17000			17000			16803			16803		
FAC MIX PCT	0.28			0.34			0.33			0.03			0.05			1.00		
SALARY FACTOR	0.90			0.90			0.89			0.84			0.98			0.89		
#1 AVERAGE SALARY	46346	137		36936	179		30137	197		27487	19		25657	29		36239	542	
HIGH SALARY	65055			49721			103400			36500			36369			103400		
LOW SALARY	32811			25533			17000			17000			16803			16803		
FAC MIX PCT	0.25			0.33			0.36			0.04			0.05			1.00		
SALARY FACTOR	0.84			0.84			0.84			0.79			0.95			0.82		
#2 AVERAGE SALARY	53926	105		43560	108		36685	85		34676	5		29158	10		44728	308	
HIGH SALARY	79260			65312			49026			39000			45000			79260		
LOW SALARY	34283			18054			26746			28630			20085			18054		
FAC MIX PCT	0.34			0.35			0.28			0.02			0.03			1.00		
SALARY FACTOR	0.98			1.00			1.02			1.00			1.08			1.01		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Drama/Theater Arts, General

500501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52432	271	99	39680	263	115	31922	260	113	30083	43	33	25645	50	31	40553	844	146
HIGH SALARY	96535			69852			49976			36468			34619			96535		
LOW SALARY	15086			10655			6060			23000			15833			6060		
FAC MIX PCT	0.32			0.31			0.31			0.05			0.06			1.00		
SALARY FACTOR	0.95			0.91			0.89			0.87			0.95			0.91		
#1 AVERAGE SALARY	46434	116		36951	136		30240	151		29517	29		25063	36		36173	439	
HIGH SALARY	71763			53141			44471			35000			32224			71763		
LOW SALARY	29596			26000			21000			23000			15833			15833		
FAC MIX PCT	0.26			0.31			0.34			0.07			0.08			1.00		
SALARY FACTOR	0.84			0.84			0.84			0.85			0.93			0.81		
#2 AVERAGE SALARY	56922	155		42602	127		34253	109		31256	14		27142	14		45300	405	
HIGH SALARY	96535			69852			49976			36468			34619			96535		
LOW SALARY	15086			10655			6060			24000			16929			6060		
FAC MIX PCT	0.38			0.31			0.27			0.03			0.03			1.00		
SALARY FACTOR	1.03			0.97			0.95			0.90			1.00			1.02		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Art, General

500701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51147	810	166	40378	626	164	32573	580	172	30670	78	53	25972	79	45	41837	2095	193
HIGH SALARY	116624			75505			61519			48000			35254			116624		
LOW SALARY	29988			27163			17546			21000			18000			17546		
FAC MIX PCT	0.39			0.30			0.28			0.04			0.04			1.00		
SALARY FACTOR	0.93			0.92			0.90			0.89			0.96			0.94		
#1 AVERAGE SALARY	44965	373		36906	370		30410	341		29455	42		24662	62		36933	1146	
HIGH SALARY	78801			53717			48000			48000			33550			78801		
LOW SALARY	29988			27163			17546			21000			18000			17546		
FAC MIX PCT	0.33			0.32			0.30			0.04			0.05			1.00		
SALARY FACTOR	0.82			0.84			0.84			0.85			0.91			0.83		
#2 AVERAGE SALARY	56424	437		45395	256		35659	239		32088	36		30751	17		47759	949	
HIGH SALARY	116624			75505			61519			42498			35254			116624		
LOW SALARY	33192			27990			19665			22302			25885			19665		
FAC MIX PCT	0.46			0.27			0.25			0.04			0.02			1.00		
SALARY FACTOR	1.03			1.04			0.99			0.93			1.14			1.08		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Music, General 500901

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	50679	964	172	39679	897	182	31785	771	183	30257	89	60	25796	151	78	40349	2783	206
	HIGH SALARY	106942			75505			46873			42895			36000			106942		
	LOW SALARY	18486			15690			9844			21000			10594			9844		
	FAC MIX PCT	0.35			0.32			0.28			0.03			0.05			1.00		
	SALARY FACTOR	0.92			0.91			0.88			0.87			0.95			0.91		
#1	AVERAGE SALARY	46183	503		37073	548		30450	530		29780	64		25987	107		37005	1688	
	HIGH SALARY	83412			63627			46754			37000			36000			83412		
	LOW SALARY	27260			25000			13221			21000			16803			13221		
	FAC MIX PCT	0.30			0.32			0.31			0.04			0.06			1.00		
	SALARY FACTOR	0.84			0.85			0.84			0.86			0.96			0.83		
#2	AVERAGE SALARY	55584	461		43772	349		34720	241		31477	25		25332	44		46011	1095	
	HIGH SALARY	106942			75505			46873			42895			36000			106942		
	LOW SALARY	18486			15690			9844			24014			10594			9844		
	FAC MIX PCT	0.42			0.32			0.22			0.02			0.04			1.00		
	SALARY FACTOR	1.01			1.00			0.96			0.91			0.94			1.04		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Speech-Language Pathology and Audiology 510204

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	54303	142	59	42428	139	60	34875	156	60	33847	20	18	28135	46	26	42118	483	74
	HIGH SALARY	80322			63530			49026			42500			35611			80322		
	LOW SALARY	36196			28946			22304			27000			18000			18000		
	FAC MIX PCT	0.29			0.29			0.32			0.04			0.10			1.00		
	SALARY FACTOR	0.99			0.97			0.97			0.98			1.04			0.95		
#1	AVERAGE SALARY	49682	69		38569	69		32130	86		32796	10		26581	31		37947	255	
	HIGH SALARY	73072			46494			46629			37500			33000			73072		
	LOW SALARY	36196			28946			22304			27000			18000			18000		
	FAC MIX PCT	0.27			0.27			0.34			0.04			0.12			1.00		
	SALARY FACTOR	0.90			0.88			0.89			0.95			0.98			0.85		
#2	AVERAGE SALARY	58670	73		46231	70		38248	70		34898	10		31348	15		46783	228	
	HIGH SALARY	80322			63530			49026			42500			35611			80322		
	LOW SALARY	39532			33795			27673			31300			20448			20448		
	FAC MIX PCT	0.32			0.31			0.31			0.04			0.07			1.00		
	SALARY FACTOR	1.07			1.06			1.06			1.01			1.16			1.05		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Nursing (R.N. Training) 511601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	51876	218	86	41051	667	141	34297	1155	151	32180	117	64	28644	305	77	37117	2345	157
HIGH SALARY	94815			81031			62345			47882			44666			94815		
LOW SALARY	33538			27355			13262			17480			7646			7646		
FAC MIX PCT	0.09			0.28			0.49			0.05			0.13			1.00		
SALARY FACTOR	0.94			0.94			0.95			0.93			1.06			0.84		
#1 AVERAGE SALARY	48103	101		39320	446		32344	829		31194	92		27951	248		34569	1624	
HIGH SALARY	94815			66571			45617			42451			35710			94815		
LOW SALARY	33538			27355			13262			17480			20000			13262		
FAC MIX PCT	0.06			0.27			0.51			0.06			0.15			1.00		
SALARY FACTOR	0.87			0.90			0.90			0.90			1.03			0.78		
#2 AVERAGE SALARY	55133	117		44545	221		39263	326		35806	25		31659	57		42856	721	
HIGH SALARY	90430			81031			62345			47882			44666			90430		
LOW SALARY	34000			29039			23999			27000			7646			7646		
FAC MIX PCT	0.16			0.31			0.45			0.03			0.08			1.00		
SALARY FACTOR	1.00			1.02			1.09			1.03			1.17			0.97		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Public Health, General 512201

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	57724	77	22	42130	90	26	35903	83	26	34676	15	10	29453	27	13	43363	277	33
HIGH SALARY	153611			72212			54845			54152			46853			153611		
LOW SALARY	33000			29828			24426			24426			19000			19000		
FAC MIX PCT	0.28			0.32			0.30			0.05			0.10			1.00		
SALARY FACTOR	1.05			0.96			1.00			1.00			1.09			0.98		
#1 AVERAGE SALARY	46151	37		38383	43		31619	35		29706	8		26730	19		37108	134	
HIGH SALARY	64349			50800			38920			35000			32000			64349		
LOW SALARY	37128			29828			24426			24426			19000			19000		
FAC MIX PCT	0.28			0.32			0.26			0.06			0.14			1.00		
SALARY FACTOR	0.84			0.88			0.88			0.86			0.99			0.84		
#2 AVERAGE SALARY	66428	40		45557	47		39027	48		40357	7		35921	8		49223	143	
HIGH SALARY	153611			72212			54845			54152			46853			153611		
LOW SALARY	33000			31816			28095			30003			25482			25482		
FAC MIX PCT	0.28			0.33			0.34			0.05			0.06			1.00		
SALARY FACTOR	1.24			1.04			1.08			1.17			1.33			1.11		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Occupational Therapy

512306

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56994	9	5	37005	9	6	36294	28	9	34700	6	4	27358	13	5	37591	59	12
HIGH SALARY	67039			45104			46768			39500			33251			67039		
LOW SALARY	41804			19800			29832			30700			17172			17172		
FAC MIX PCT	0.15			0.15			0.47			0.10			0.22			1.00		
SALARY FACTOR	1.04			0.85			1.01			1.00			1.01			0.85		
#1 AVERAGE SALARY				27320	3		33257	9					27305	12		29538	24	
HIGH SALARY				34751			37219						33251			37219		
LOW SALARY				19800			29832						17172			17172		
FAC MIX PCT				0.13			0.38						0.50			1.00		
SALARY FACTOR				0.62			0.92						1.01			0.67		
#2 AVERAGE SALARY	56994	9		41848	6		37732	19		34700	6		28000	1		43112	35	
HIGH SALARY	67039			45104			46768			39500			28000			67039		
LOW SALARY	41804			37623			30410			30700			28000			28000		
FAC MIX PCT	0.26			0.17			0.54			0.17			0.03			1.00		
SALARY FACTOR	1.04			0.96			1.05			1.00			1.04			0.97		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Physical Therapy

512308

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	57178	13	6	44253	37	17	39051	47	17	42875	4	4	34087	13	8	42356	110	23
HIGH SALARY	63967			65650			57579			53000			44918			65650		
LOW SALARY	47470			25740			21540			28500			20340			20340		
FAC MIX PCT	0.12			0.34			0.43			0.04			0.12			1.00		
SALARY FACTOR	1.04			1.01			1.08			1.24			1.26			0.95		
#1 AVERAGE SALARY	54682	2		40913	24		36903	30		40750	2		29834	7		38209	63	
HIGH SALARY	61600			65650			57579			53000			40787			65650		
LOW SALARY	47764			25740			21540			28500			20340			20340		
FAC MIX PCT	0.03			0.38			0.48			0.03			0.11			1.00		
SALARY FACTOR	0.99			0.94			1.02			1.18			1.10			0.86		
#2 AVERAGE SALARY	57632	11		50418	13		42841	17		45000	2		39049	6		47914	47	
HIGH SALARY	63967			60794			47426			45000			44918			63967		
LOW SALARY	47470			44991			35530			45000			34115			34115		
FAC MIX PCT	0.23			0.28			0.36			0.04			0.13			1.00		
SALARY FACTOR	1.05			1.15			1.19			1.30			1.45			1.08		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Management & Administrative Services 520000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	59714	343	59	48250	394	63	45337	366	61	44414	33	18	28782	107	30	48897	1210	71
	HIGH SALARY	120300			71143			68500			62000			61000			120300		
	LOW SALARY	31176			24936			21780			28000			17172			17172		
	FAC MIX PCT	0.28			0.33			0.30			0.03			0.09			1.00		
	SALARY FACTOR	1.09			1.10			1.26			1.28			1.07			1.10		
#1	AVERAGE SALARY	60506	228		48522	259		45468	270		45560	24		28604	88		48705	845	
	HIGH SALARY	120300			71143			68500			58756			61000			120300		
	LOW SALARY	31176			24936			21780			28000			17172			17172		
	FAC MIX PCT	0.27			0.31			0.32			0.03			0.10			1.00		
	SALARY FACTOR	1.10			1.11			1.26			1.32			1.06			1.10		
#2	AVERAGE SALARY	58144	115		47730	135		44968	96		41360	9		29603	19		49341	365	
	HIGH SALARY	91830			65658			66012			62000			41500			91830		
	LOW SALARY	39537			33290			28377			30000			20700			20700		
	FAC MIX PCT	0.32			0.37			0.26			0.02			0.05			1.00		
	SALARY FACTOR	1.06			1.09			1.25			1.19			1.10			1.11		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Administration and Management, General 520201

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	61296	791	177	51166	818	181	46587	878	182	46645	140	78	30637	172	81	51339	2659	200
	HIGH SALARY	160520			98110			83005			82592			55631			160520		
	LOW SALARY	30696			22692			21780			22614			15338			15338		
	FAC MIX PCT	0.30			0.31			0.33			0.05			0.06			1.00		
	SALARY FACTOR	1.11			1.17			1.29			1.35			1.13			1.16		
#1	AVERAGE SALARY	56256	399		48624	477		44180	529		43446	87		30369	119		47654	1524	
	HIGH SALARY	87000			77532			68959			68000			50000			87000		
	LOW SALARY	30696			22692			21780			22614			16500			16500		
	FAC MIX PCT	0.26			0.31			0.35			0.06			0.08			1.00		
	SALARY FACTOR	1.02			1.11			1.23			1.25			1.12			1.07		
#2	AVERAGE SALARY	66427	392		54722	341		50236	349		51896	53		31240	53		56288	1135	
	HIGH SALARY	160520			98110			83005			82592			55631			160520		
	LOW SALARY	36618			27768			25522			28500			15338			15338		
	FAC MIX PCT	0.35			0.30			0.31			0.05			0.05			1.00		
	SALARY FACTOR	1.21			1.25			1.39			1.50			1.16			1.27		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Accounting 520301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	62884	434	132	53130	531	159	47537	557	164	50723	57	45	30559	124	67	52109	1646	180
HIGH SALARY	126123			101124			83005			78047			54080			126123		
LOW SALARY	41509			31662			23067			28000			20000			20000		
FAC MIX PCT	0.26			0.32			0.34			0.03			0.08			1.00		
SALARY FACTOR	1.14			1.21			1.32			1.46			1.13			1.17		
#1 AVERAGE SALARY	62562	240		52296	317		46941	367		50655	40		29666	92		50737	1016	
HIGH SALARY	110476			75000			68004			61506			54080			110476		
LOW SALARY	41609			32831			27000			28000			20000			20000		
FAC MIX PCT	0.24			0.31			0.36			0.04			0.09			1.00		
SALARY FACTOR	1.14			1.20			1.30			1.46			1.10			1.14		
#2 AVERAGE SALARY	63282	194		54367	214		48689	190		50883	17		33128	32		54321	630	
HIGH SALARY	126123			101124			83005			78047			47236			126123		
LOW SALARY	41509			31662			23067			33344			23784			23067		
FAC MIX PCT	0.31			0.34			0.30			0.03			0.05			1.00		
SALARY FACTOR	1.15			1.24			1.35			1.47			1.23			1.22		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Administrative Assistant/Secretarial Science, Gene 520401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51981	78	29	41063	83	33	35814	68	35	40500	6	5	25208	28	18	41260	257	48
HIGH SALARY	79428			59122			49162			46500			34167			79428		
LOW SALARY	27554			26100			21780			31000			18600			18600		
FAC MIX PCT	0.30			0.32			0.26			0.02			0.11			1.00		
SALARY FACTOR	0.95			0.94			0.99			1.17			0.93			0.93		
#1 AVERAGE SALARY	48249	50		38681	62		34575	52		40500	6		23308	17		38700	181	
HIGH SALARY	66950			51128			49162			46500			26213			66950		
LOW SALARY	27554			26100			21780			31000			18600			18600		
FAC MIX PCT	0.28			0.34			0.29			0.03			0.09			1.00		
SALARY FACTOR	0.88			0.88			0.96			1.17			0.86			0.87		
#2 AVERAGE SALARY	58645	28		48095	21		39841	16					28143	11		47356	76	
HIGH SALARY	79428			59122			46587						34167			79428		
LOW SALARY	42294			35530			27216						20250			20250		
FAC MIX PCT	0.37			0.28			0.21						0.14			1.00		
SALARY FACTOR	1.07			1.10			1.11						1.04			1.07		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business/Managerial Economics 520601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58757	245	70	47966	274	76	42846	226	73	41123	21	19	32088	26	14	49358	771	84
HIGH SALARY	103870			72000			65425			56000			54500			103870		
LOW SALARY	41095			31600			27866			32004			22000			22000		
FAC MIX PCT	0.32			0.36			0.29			0.03			0.03			1.00		
SALARY FACTOR	1.07			1.10			1.19			1.19			1.19			1.11		
#1 AVERAGE SALARY	57502	174		47968	199		43701	168		42565	16		32865	22		49051	563	
HIGH SALARY	103870			72000			65425			56000			54500			103870		
LOW SALARY	41095			31600			27866			32004			24003			24003		
FAC MIX PCT	0.31			0.35			0.30			0.03			0.04			1.00		
SALARY FACTOR	1.05			1.10			1.21			1.23			1.22			1.10		
#2 AVERAGE SALARY	61833	71		47959	75		40371	58		36506	5		27811	4		50191	208	
HIGH SALARY	81658			70948			58959			46000			37042			81658		
LOW SALARY	49000			34867			29100			32971			22000			22000		
FAC MIX PCT	0.34			0.36			0.28			0.02			0.02			1.00		
SALARY FACTOR	1.12			1.10			1.12			1.05			1.03			1.13		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Enterprise Management and Operation, General 520701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	61837	22	8	47423	24	9	39927	24	8	41579	4	2	33833	3	2	48744	73	10
HIGH SALARY	95402			57044			61057			48500			34598			95402		
LOW SALARY	44900			36301			29784			31316			33000			29784		
FAC MIX PCT	0.30			0.33			0.33			0.05			0.04			1.00		
SALARY FACTOR	1.12			1.08			1.11			1.20			1.25			1.10		
#1 AVERAGE SALARY	55262	9		46572	19		39215	21		41579	4		33833	3		44370	52	
HIGH SALARY	64699			56038			51750			48500			34598			64699		
LOW SALARY	44900			36301			29784			31316			33000			29784		
FAC MIX PCT	0.17			0.37			0.40			0.08			0.06			1.00		
SALARY FACTOR	1.00			1.06			1.09			1.20			1.25			1.00		
#2 AVERAGE SALARY	66388	13		50655	5		44913	3								59574	21	
HIGH SALARY	95402			57044			61057									95402		
LOW SALARY	55626			43584			34149									34149		
FAC MIX PCT	0.62			0.24			0.14									1.00		
SALARY FACTOR	1.21			1.16			1.25									1.34		

FACULTY SALARY SURVEY

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Marketing and Marketing Management 521401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	60094	280	83	51477	253	88	47549	247	86	50559	31	27	30186	54	26	51828	834	111
HIGH SALARY	124624			101626			75982			60000			51300			124624		
LOW SALARY	40847			27736			18527			29269			20954			18527		
FAC MIX PCT	0.34			0.30			0.30			0.04			0.06			1.00		
SALARY FACTOR	1.09			1.18			1.32			1.46			1.12			1.17		
#1 AVERAGE SALARY	58886	132		50824	132		48138	167		52648	17		30221	45		50169	476	
HIGH SALARY	96104			82225			65500			60000			51300			96104		
LOW SALARY	40847			27736			18527			37500			20954			18527		
FAC MIX PCT	0.28			0.28			0.35			0.04			0.09			1.00		
SALARY FACTOR	1.07			1.16			1.34			1.52			1.12			1.13		
#2 AVERAGE SALARY	61171	148		52190	121		46319	80		48023	14		30010	9		54033	358	
HIGH SALARY	124624			101626			75982			60000			40166			124624		
LOW SALARY	45486			35671			24456			29269			24279			24279		
FAC MIX PCT	0.41			0.34			0.22			0.04			0.03			1.00		
SALARY FACTOR	1.11			1.19			1.28			1.39			1.11			1.22		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55000	25376		43745	21234		36049	20982		34639	2826		27019	4631		44391	72223	269
HIGH SALARY	160520			131644			103400			82592			61000			160520		
LOW SALARY	11359			9025			6060			17000			7646			6060		
FAC MIX PCT	0.35			0.29			0.29			0.04			0.06			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
#1 AVERAGE SALARY	49889	12682		40694	11841		34464	13181		33684	1785		26462	3489		40326	41193	
HIGH SALARY	149791			131644			103400			68000			61000			149791		
LOW SALARY	16000			19800			13221			17000			10000			10000		
FAC MIX PCT	0.31			0.29			0.32			0.04			0.08			1.00		
SALARY FACTOR	0.91			0.93			0.96			0.97			0.98			0.91		
#2 AVERAGE SALARY	60106	12694		47591	9393		38726	7801		36276	1041		28720	1142		49787	31030	
HIGH SALARY	160520			101626			83005			82592			55631			160520		
LOW SALARY	11359			9025			6060			19800			7646			6060		
FAC MIX PCT	0.41			0.30			0.25			0.03			0.04			1.00		
SALARY FACTOR	1.09			1.09			1.07			1.05			1.06			1.12		

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Adams State College (CO)		*	*	*	*	*	*	*	*	*
Alabama Agricultural and Mechanical University (AL)						*		*		
ALABAMA STATE UNIVERSITY (AL)	*	*	*	*	*	*	*	*	*	*
Albany State College (GA)		*		*	*	*	*			
Alcorn State University (MS)						*				
ANGELO STATE UNIVERSITY (TX)	*	*	*	*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*	*	*
Arkansas State University (AR)	*	*	*	*	*	*		*	*	
ARKANSAS TECH UNIVERSITY (AR)	*	*	*	*	*	*	*	*	*	*
Armstrong State College (GA)		*	*		*	*		*	*	*
Athens State College (AL)			*							
AUBURN UNIVERSITY AT MONTGOMERY (AL)	*	*	*	*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
Austin Peay State University (TN)	*			*	*	*	*	*	*	*
Ball State University (IN)	*		*	*			*	*	*	*
Baruch College of the City University of New York (NY)	*	**								
Bayamon Technological University College (PR)			*	*					*	
Bemidji State University (MN)				**	**	**	**			**
BLACK HILLS STATE COLLEGE (SD)	*	**	**	**	**	**	**	**	**	**
Bloomsburg University of Pennsylvania (PA)						**	**		**	**
BLUEFIELD STATE COLLEGE (WV)	*	*	*	*	*	*	*	*	*	*
Boise State University (ID)	*	*	*		*		*	*		*
Bowie State University (MD)	*	*				*	*	*	*	
Bowling Green State University (OH)		*		*	*	*				
Bridgewater State College (MA)				**	**		**	**	**	**
Brooklyn College of the City University of New York (NY)				**	**			**	**	**
California Maritime Academy (CA)		**					**	**	**	**
California Polytechnic State University San Luis Obispo (CA)	*					**	**		**	
California State Polytechnic University-Pomona (CA)					**	**	**			**

Those institutions listed in CAPITAL LETTERS have participated in each of the ten years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey and has been continued since. One hundred four (104) of the 269 participating institutions (39%) had CBCs during 1992-93.

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
California State University-Bakersfield (CA)		**	**	**	**		**		**	
California State University-Chico (CA)						**				
California State University-Dominguez Hills (CA)	*		**	**		**		**	*	
California State University-Fresno (CA)	*		**				**	*	*	**
California State University-Fullerton (CA)	*	**	**			**	**	**	**	**
California State University-Hayward (CA)	*	**	**	**	**		**			
California State University-Long Beach (CA)	*	**	**	**	**	**		**		**
California State University-Los Angeles (CA)		**			**	**	**	**	**	**
California State University-Northridge (CA)		**								
California State University-Sacramento (CA)					**	**		**		
California State University-San Bernardino (CA)		**	**				**	**		
California State University-Stanislaus (CA)			**	**	**	**		**	**	**
California University of Pennsylvania (PA)	*	**	**	**	**	**	**	**		
Cameron University (OK)	*				*	*	*			
CASTLETON STATE COLLEGE (VT)	*	**	**	**	**	**	**	**	**	**
Central Connecticut State University (CT)	*	**	**	**	**	**	**	**		
Central Michigan University (MI)	*	**	**			**	**	**	**	**
Central Missouri State University (MO)		*	*	*	*	*	*	*	*	*
Central Washington University (WA)		*	*	*	*	*	*			
Chadron State College (NE)	*	*		*	*	*	*		*	**
Chicago State University (IL)		**	**	**					**	
Christopher Newport University (VA)	*	*	*	*		*	*	*	*	*
Citadel, (The) The Military College of South Carolina (SC)		*	*	*	*	*	*	*	*	*
CLARION UNIVERSITY OF PENNSYLVANIA (PA)	*	**	**	**	**	**	**	**	**	**
Cleveland State University (OH)		*	*	*	*	*	*	*	*	*
Clinch Valley College of the University of Virginia (VA)	*	*	*		*	*	*	*		*
College of Charleston (SC)	*	*	*		*	*	*			
College of Staten Island, of the (NY) City University of New York	*	**	**	**	**	**	**	**		
College of William and Mary (VA)		*	*							
Colorado School of Mines (CO)										*
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
Concord College (WV)	*	*	*	*		*				
Coppin State College (MD)	*	*		*		*			*	
Corpus Christi State University (TX)	*	*			*	*	*	*	*	
Dakota State College (SD)	*	**	**		**	**	**	**	**	**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*	*	*	*
Dickinson State University (ND)	*	*	*	*		*	*	*		
EAST CENTRAL UNIVERSITY (OK)	*	*	*	*	*	*	*	*	*	*
East Stroudsburg University of Pennsylvania (PA)			**			**	**	**		**

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
East Tennessee State University (TN)	☆	☆		☆	☆	☆	☆	☆	☆	
East Texas State University (TX)		☆	☆	☆	☆	☆	☆	☆		
East Texas State University at Texarkana (TX)	☆		☆	☆	☆	☆	☆	☆		☆
EASTERN CONNECTICUT STATE UNIVERSITY (CT)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Eastern Illinois University (IL)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Eastern Kentucky University (KY)		☆	☆		☆	☆	☆	☆	☆	
Eastern Michigan University (MI)			☆☆		☆☆	☆☆	☆☆	☆☆		
Eastern Montana College (MT)	☆	☆☆		☆☆	☆☆	☆☆		☆☆		☆☆
Eastern New Mexico University (NM)	☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Eastern Oregon State College (OR)			☆		☆			☆		
Eastern Washington University (WA)		☆	☆	☆		☆	☆	☆	☆	
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Elizabeth City State University (NC)				☆					☆	
Emporia State University (KS)	☆				☆	☆	☆	☆	☆	☆
Fairmont State College (WV)	☆	☆	☆		☆				☆	☆
Fayetteville State University (NC)							☆		☆	☆
Ferris State University (MI)										☆☆
Fitchburg State College (MD)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		
Florida Agricultural and Mechanical University (FL)			☆☆		☆	☆☆				
Florida Atlantic University (FL)	☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		
Florida International University (FL)		☆☆	☆☆	☆☆	☆☆	☆☆			☆	
FORT HAYS STATE UNIVERSITY (KS)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Fort Lewis College (CO)			☆	☆	☆	☆		☆	☆	☆
Framingham State College (MA)	☆							☆		
FRANCIS MARION COLLEGE (SC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
FROSTBURG STATE UNIVERSITY (MD)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
George Mason University (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
GEORGIA COLLEGE (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
GEORGIA SOUTHERN UNIVERSITY (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Georgia Southwestern College (GA)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Georgia State University (GA)							☆		☆	☆
Glassboro State College (NJ)		☆☆		☆☆						
Glenville State College (WV)	☆	☆	☆	☆		☆	☆			☆☆
Graduate School and University Center of the City University of New York (NY)			☆	☆					☆☆	
Grambling State University (LA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
GRAND VALLEY STATE UNIVERSITY (MI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
HARRIS-STOWE STATE COLLEGE (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Henderson State University (AR)	☆	☆		☆	☆		☆	☆	☆	
Idaho State University (ID)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Illinois State University (IL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
INDIANA STATE UNIVERSITY (IN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Indiana University at Kokomo (IN)									☆	☆
Indiana University at South Bend (IN)									☆	☆
Indiana University Bloomington (IN)									☆	
Indiana University East (IN)		☆			☆				☆	☆
Indiana University Northwest (IN)									☆	☆
Indiana University of Pennsylvania (PA)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆
Indiana University-Purdue University at Fort Wayne (IN)									☆	☆

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Indiana University-Purdue University at Indianapolis (IN)									★	★
Indiana University Southeast (IN)									★	★
Jackson State University (MS)			★	★	★	★	★			★
Jacksonville State University (AL)	★	★		★	★	★	★	★	★	★
James Madison University (VA)	★	★		★	★	★	★	★	★	★
Jersey City State College (NJ)		★★				★★	★★		★★	
John Jay College of Criminal Justice of the City University of New York (NY)	★	★★		★★	★★	★★				
Johnson State College (VT)						★★				
Kean College of New Jersey (NJ)					★★					
Keene State College (NH)	★	★★	★★	★★	★★	★★	★★	★★		
KENNESAW STATE COLLEGE (GA)	★	★	★	★	★	★	★	★	★	★
Kent State University (OH)			★★	★★	★★	★★	★★	★★	★★	★★
Kentucky State University (KY)				★	★					★
Kutztown University of Pennsylvania (PA)		★★	★★		★★	★★	★★	★★		★★
Lake Superior State University (MI)	★	★	★★	★★	★★	★★	★★	★★		
Lamar University-Beaumont (TX)		★	★	★			★		★	
Lander College (SC)		★	★	★	★	★	★	★	★	★
Laredo State University (TX)	★		★					★		★
Lehman College of the City University of New York (NY)	★				★★		★★			
Lewis-Clark State College (ID)	★	★	★	★	★	★	★	★		
Lincoln University (MO)						★	★			★
Lincoln University of Pennsylvania (PA)				★★	★★	★★	★★	★★	★★	★★
Livingston University (AL)		★	★	★	★	★	★	★	★	★
Lock Haven University of Pennsylvania (PA)	★	★★			★★	★★	★★			
Longwood College (VA)		★	★	★	★	★	★	★	★	★
Louisiana State University and Agricultural and Mechanical College (LA)									★	
Louisiana State University in Shreveport (LA)		★	★	★	★	★	★	★	★	★
Louisiana Tech University (LA)		★		★	★	★	★	★	★	★
Lyndon State College (VT)		★★		★★	★★	★★			★★	★★
Maine Maritime Academy (ME)				★	★		★★	★★		
Mankato State University (MN)								★		★★
Mansfield University of Pennsylvania (PA)	★	★★	★★	★★	★★		★★	★★	★★	
MARSHALL UNIVERSITY (WV)	★	★	★	★	★	★	★	★	★	★
MARY WASHINGTON COLLEGE (VA)	★	★	★	★	★	★	★	★	★	★
Massachusetts College of Art (MA)				★★	★★			★★	★★	
Massachusetts Maritime Academy (MA)			★★							★★
Mayville State University (ND)	★	★	★	★	★	★	★	★		
McNeese State University (LA)	★	★	★		★	★	★	★	★	★
Medgar Evers College of the City University of New York (NY)										★★
Medical College of Georgia (GA)									★	
Medical College of South Carolina (SC)									★	
Memphis State University (TN)	★		★	★	★	★	★	★	★	★
Mesa State College (CO)		★	★	★	★	★	★	★	★	★
METROPOLITAN STATE COLLEGE OF DENVER (CO)	★	★	★	★	★	★	★	★	★	★
Metropolitan State University (MN)		★★	★★	★★	★★		★★	★★	★★	★★
Michigan Technological University (MI)										★

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Midwestern State University (TX)	☆	☆	☆	☆	☆			☆	☆	☆
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Minot State University (ND)	☆	☆	☆	☆	☆	☆		☆	☆	☆
Mississippi University for Women (MS)	☆	☆	☆	☆	☆		☆	☆	☆	☆
Mississippi Valley State University (MS)							☆	☆		☆
Missouri Southern State College (MO)	☆	☆	☆	☆	☆	☆	☆	☆		
MISSOURI WESTERN STATE COLLEGE (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Montana College of Mineral Science & Technology (MT)	☆	☆		☆	☆		☆	☆		
Montclair State College (NJ)		☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
Moorhead State University (MN)		☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Morehead State University (KY)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Morgan State University (MD)		☆		☆	☆	☆	☆	☆	☆	☆
Murray State University (KY)	☆		☆	☆	☆	☆	☆	☆	☆	☆
New Jersey Institute of Technology (NJ)					☆☆	☆☆	☆☆		☆☆	☆☆
New Mexico Highlands University (NM)			☆	☆	☆	☆	☆	☆	☆	☆
New Mexico Institute of Mining and Technology (NM)										☆
Nicholls State University (LA)	☆		☆			☆	☆	☆	☆	
North Adams State College (MA)			☆☆	☆☆	☆☆		☆☆	☆☆		☆☆
North Carolina Agricultural and Technical State University (NC)	☆	☆	☆	☆	☆	☆		☆		
North Carolina Central University (NC)			☆	☆	☆		☆			
North Georgia College (GA)			☆	☆						
NORTHEAST LOUISIANA UNIVERSITY (LA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Northeast Missouri State University (MO)	☆	☆	☆	☆		☆	☆	☆	☆	☆
Northeastern Illinois University (IL)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Northeastern State University (OK)			☆	☆	☆	☆	☆		☆	
NORTHERN ARIZONA UNIVERSITY (AZ)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Northern Illinois University (IL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Northern Kentucky University (KY)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Northern Michigan University (MI)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
Northern Montana College (MT)		☆☆		☆☆	☆☆	☆☆		☆☆		
NORTHERN STATE UNIVERSITY (SD)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Northwest Missouri State University (MO)	☆	☆	☆	☆	☆	☆		☆	☆	☆
Northwestern Oklahoma State University (OK)			☆				☆			
Northwestern State University of Louisiana (LA)		☆			☆	☆	☆	☆	☆	☆
OAKLAND UNIVERSITY (MI)	☆	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Ohio State University (OH)							☆	☆		
Ohio State University-Lima Campus (OH)										☆
Ohio State University-Newark Campus (OH)										☆
Oklahoma Panhandle State University (OK)		☆	☆					☆	☆	☆
OLD DOMINION UNIVERSITY (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Oregon Institute of Technology (OR)		☆	☆		☆	☆	☆	☆	☆	☆
Pembroke State University (NC)		☆	☆						☆	
PERU STATE COLLEGE (NE)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
PITTSBURG STATE UNIVERSITY (KS)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
PLYMOUTH STATE COLLEGE OF THE UNIVERSITY SYSTEM OF (NH)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Portland State University (OR)		☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Prairie View A & M University (TX)									*	
Purdue University Calumet (IN)		*	*	*	*	*		*	*	*
Purdue University North Central (IN)									*	*
Queens College of the City University of New York (NY)										***
Radford University (VA)	*	*	*	*	*	*	*		*	*
Ramapo College of New Jersey (NJ)			***			***	***	***	***	***
Rhode Island College (RI)		***		***	***		***	***	***	***
Rutgers, The State University of New Jersey (NJ)										***
Saginaw Valley State University (MI)	*		***	***		***	***	***		***
Salem State University (MA)	*	***	***	***	***	***	***	***		***
Salisbury State University (MD)	*	*	*		*	*	*	*	*	*
Sam Houston State University (TX)			*	*	*	*	*		*	*
San Diego State University (CA)			***	***	***	***	***	***		
San Francisco State University (CA)					***	***			***	***
San Jose State University (CA)									***	
SANGAMON STATE UNIVERSITY (IL)	*	*	*	*	*	***	***	***	***	***
Savannah State College (GA)	*	*	*			*	*	*	*	
Shawnee State University (OH)								***		
Shepherd College (WV)	*	*	*	*	*		*		*	*
Shippensburg University of Pennsylvania (PA)	*	***	***	***	***	***	***	***	***	
Slippery Rock University of Pennsylvania (PA)	*			***	***	***	***	***	***	
Sonoma State University (CA)		***	***	***	***	***	***	***	***	***
South Carolina State University (SC)										*
SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY (SD)	*	***	***	***	***	***	***	***	***	***
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*	*
Southeastern Louisiana University (LA)	*		*	*	*	*	*	*	*	*
Southeastern Oklahoma State University (OK)	*	*				*	*	*	*	*
Southern Arkansas University (AR)	*	*	*	*	*	*		*	*	*
SOUTHERN COLLEGE OF TECHNOLOGY (GA)	*	*	*	*	*	*	*	*	*	*
Southern Connecticut State University (CT)	*	***	***		***	***		***	***	***
Southern Illinois University at Carbondale (IL)			*	*	*	*	*		*	*
Southern Illinois University at Edwardsville (IL)		*	*	*	*	*	*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	***	***	***	***	***	***	***	***	***
Southern University and Agricultural and Mechanical College (LA)									***	*
Southern Utah University (UT)	*	*	*	*				*		
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*	*
Southwest State University (MN)	*	***	***	***		***	***			***
Southwest Texas State University (TX)		*	*	*	*	*	*	*	*	*
Southwestern Oklahoma State University (OK)	*	*	*	*		*	*		*	
St. Cloud State University (MN)	*	***	***	***	***	***	***	***		***
St. Mary's College of Maryland (MD)	*								*	*
State University of New York at Binghamton (NY)										***
State University of New York at Stony Brook (NY)									***	***

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
State University of New York-College at Brockport (NY)	*	**	**	**	**	**	**	**		
STATE UNIVERSITY OF NEW YORK COLLEGE AT BUFFALO (NY)	*	**	**	**	**	**	**	**	**	**
State University of New York-College at Cortland (NY)	*	**	**	**	**	**		**	**	**
State University of New York-College at Fredonia (NY)	*		**	**	**	**	**	**	**	**
State University of New York-College at Geneseo (NY)	*	**	**	**	**	**		**	**	**
State University of New York-College at New Paltz (NY)							**			
State University of New York-College at Old Westbury (NY)		**		**	**	**	**	**		**
State University of New York-College at Oneonta (NY)		**						**	**	**
State University of New York-College at Oswego (NY)						**		**	**	**
State University of New York-College at Plattsburgh (NY)		**	**	**	**	**	**	**		
STATE UNIVERSITY OF NEW YORK-COLLEGE AT POTSDAM (NY)	*	**	**	**	**	**	**	**	**	**
State University of New York-College at Purchase (NY)	*						**			
State University of New York-Empire State College (NY)								**	**	**
State University of New York-Institute of Technology at Utica/Rome (NY)	*	**	**		**	**	**	**	**	**
Stephen F. Austin State University (TX)	*	*	*	*	*	*	*	*		
Stockton State College (NJ)		**	**			**		**	**	**
Sul Ross State University (TX)		*	*	*	*		*			
Tarleton State University (TX)								*	*	*
Temple University (PA)									**	**
Tennessee State University (TN)								*		
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Texas A & I University (TX)	*	*	*	*	*	*	*	*	*	
TEXAS A & M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*	*	*	*	*	*
Texas Southern University (TX)									*	
Texas Tech University (TX)									*	*
Texas Tech University Health Science Center (TX)									*	
Texas Woman's University (TX)	*	*		*		*	*	*		
TOWSON STATE UNIVERSITY (MD)	*	*	*	*	**	**	**	**	**	**
Trenton State College (NJ)	*	**	**		**	**	**	**	**	**
Troy State University (AL)	*	*	*	*	*	*	*	*	*	
Union County College (NJ)								*		
United States Naval Academy (MD)									*	**
University at Albany, State University of New York (NY)									*	
UNIVERSITY OF AKRON (OH)	*	*	*	*	*	*	*	*	*	*
University of Alabama at Birmingham (AL)									*	
University of Alabama in Huntsville (AL)							*	*		*

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
University of Alaska Anchorage, Kenai Pennisula College (AK)			*	*	*				*	
University of Alaska Fairbanks (AK)		*								
University of Alaska Southeast, Ketchikan Campus (AK)	*	**			**	**	**	**	**	**
University of Arkansas at Little Rock (AR)		*	*	*	*	*	*	*	*	
University of Arkansas at Monticello (AR)		*	*	*	*		*			
University of Baltimore (MD)	*	*	*			*		*		*
University of Central Arkansas (AR)	*	*	*	*		*	*	*	*	
University of Central Florida (FL)		**	**	**	**			**	**	**
University of Central Oklahoma (OK)		*	*	*	*	*	*	*	*	*
University of Colorado at Colorado Springs (CO)	*	*	*	*	*	*	*	*	*	
University of Colorado at Denver (CO)	*	*		*	*	*	*	*	*	*
University of Delaware (DE)									**	**
University of Guam (GU)								*		
University of Hawaii at Hilo (HI)				**				**	**	**
University of Hawaii-West Oahu (HI)										**
University of Houston (TX)									*	
University of Houston-Clear Lake (TX)		*	*	*	*	*	*	*	*	*
University of Houston--Downtown (TX)	*	*			*					*
University of Houston--Victoria (TX)					*	*		*		
University of Maine (ME)										**
University of Maine at Farmington (ME)	*	**		**		**		**	**	**
University of Maine at Fort Kent (ME)	*			**	**	**	**	**	**	**
University of Maine at Presque Isle (ME)	*	**	**		**	**		**	**	**
University of Maine System (ME)						**				
University of Maryland Baltimore County (MD)		*	*	*	*	*	*	*	*	*
University of Massachusetts at Boston (MA)										**
University of Massachusetts Dartmouth (MA)	*		**	**	**		**			**
University of Massachusetts Lowell (MA)	*	**	**		**	**	**	**	**	**
University of Michigan-Dearborn (MI)										*
University of Minnesota, Duluth (MN)						**	**		**	**
University of Minnesota, Morris (MN)									*	*
University of Mississippi-Medical Center (MS)									*	
University of Missouri-Kansas City (MO)									*	*
University of Missouri - St. Louis (MO)		*	*		*	*	*	*	*	*
University of Montana, (MT)									**	
University of Montevallo (AL)	*	*	*	*	*	*	*	*	*	
University of Nebraska at Kearney (NE)		**		**	**	**	**	**	**	**
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	*	**	**	**	**	**	**	**	**	**
University of Nebraska-Medical Center (NE)					*				*	
University of Nevada-Las Vegas (NV)	*	*	*	*	*	*	*		*	
University of New Orleans (LA)					*					
University of North Alabama (AL)		*	*	*						
University of North Carolina at Asheville (NC)	*	*		*	*	*	*	*	*	*
University of North Carolina at Charlotte (NC)	*	*	*	*	*	*	*	*		*
University of North Carolina at Greensboro (NC)		*	*	*	*	*	*	*	*	*

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
University of North Carolina at Wilmington (NC)		*		*	*	*	*	*	*	*
University of North Florida (FL)	*			**	**			**	**	**
University of North Texas (TX)		*	*	*	*	*	*	*	*	*
University of Northern Colorado (CO)		*	*	*	*	*	*	*	*	*
University of Northern Iowa (IA)	*	**	**	**	**	**	**		**	**
University of Pittsburgh at Bradford (PA)				*	*	*	*	*	*	*
University of Pittsburgh at Johnstown (PA)				*		*	*	*	*	*
University of Puerto Rico at Arecibo (PR)		**	**							
University of Puerto Rico at Bayamon (PR)										*
University of Puerto Rico, Cayey University College (PR)	*	*		*				*		
University of Puerto Rico, Colegio Regional De La Montana Regional College (PR)		*								
University of Puerto Rico-Humacao University College (PR)		*	*	*		*	*	*	*	*
University of Puerto Rico-Mayaguez Campus (PR)			*						**	
University of Puerto Rico-Medical Sciences Campus (PR)			*	*					**	
University of Puerto Rico-Ponce Technological University College (PR)			*	*					*	*
University of Puerto Rico-Rio Piedras Campus (PR)		*	*	*						
University of Science and Art of Oklahoma (OK)	*	*	*	*	*	*	*	*		
UNIVERSITY OF SOUTH ALABAMA (AL)	*	*	*	*	*	*	*	*	*	*
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	*	*	*	*	*	*	*	*	*	*
University of South Carolina at Spartanburg (SC)	*	*	*	*	*	*	*	*		*
University of South Carolina-Coastal Carolina College (SC)	*				*	*	*	*	*	*
University of South Dakota (SD)							**		**	
University of South Florida (FL)			**	**	**	**		**		
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*	*	*	*	*	*	*
University of Southern Indiana (IN)		*	*	*	*	*	*	*	*	*
University of Southern Maine (ME)		**	**	**	**	**	**	**		
University of Southern Mississippi (MS)	*	*		*	*	*	*	*	*	*
University of Southwestern Louisiana (LA)	*	*	*	*		*	*	*	*	
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	*	*	*	*	*	*	*	*	*	*
University of Tennessee, Memphis (TN)									*	*
University of Texas at Arlington (TX)									*	
University of Texas at Dallas (TX)	*	*	*	*	*	*	*	*		
University of Texas at El Paso (TX)								*	*	*
UNIVERSITY OF TEXAS AT SAN ANTONIO (TX)	*	*	*	*	*	*	*	*	*	*
University of Texas at Tyler (TX)	*		*	*	*		*	*	*	*
University of Texas Health Science Center at San Antonio (TX)									*	
University of Texas of the Permian Basin (TX)	*	*	*	*	*	—			*	

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
University of Texas-Pan American (TX)	*	*	*	*		*				*
University of the District of Columbia (DC)	*	**	**		**	**	**			**
University of the Virgin Islands-St. Croix (VI)	*	*	*	*		*	*			
UNIVERSITY OF THE VIRGIN ISLANDS-ST. THOMAS (VI)	*	*	*	*	*	*	*	*	*	*
University of Toledo (OH)		*	*						**	**
University of West Florida (FL)	*	**	**		**		**	**		
UNIVERSITY OF WISCONSIN-EAU CLAIRE (WI)	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-Green Bay (WI)	*	*	*	*	*	*	*	*	*	
University of Wisconsin-La Crosse (WI)	*		*	**	*	*	*	*	*	*
University of Wisconsin-Oshkosh (WI)	*	*	*	*	*	*	*	*	*	
University of Wisconsin-Parkside (WI)	*				*	*	*	*	*	*
UNIVERSITY OF WISCONSIN-PLATTEVILLE (WI)	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-River Falls (WI)	*				*					
University of Wisconsin-Stevens Point (WI)	*	*	*	*	*	*		*	*	*
University of Wisconsin-Stout (WI)	*	*	*		*	*		*		*
University of Wisconsin-Superior (WI)	*	*	*	*	*	*		*	*	*
University of Wisconsin-Whitewater (WI)	*	*	*		*	*		*	*	*
Valdosta State College (GA)	*	*	*	*	*	*	*		*	*
Valley City State University (ND)		*	*	*		*	*	*	*	*
Virginia Commonwealth University (VA)						*		*		*
Washburn University of Topeka (KS)		*		*		*	*	*	*	*
Wayne State College (NE)	*	**		**		**	**	**	**	**
WEBER STATE UNIVERSITY (UT)	*	*	*	*	*	*	*	*	*	*
West Chester University of Pennsylvania (PA)		**		**			**	**	**	**
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
West Liberty State College (WV)	*	*	*		*	*	*			
West Texas State University (TX)	*	*	*	*	*	*	*			
West Virginia Graduate College (WV)	*	*	*	*	*	*	*	*	*	
West Virginia Institute of Technology (WV)	*	*	*	*	*	*	*	*	*	
West Virginia State College (WV)		*		*	**	*	*	*	*	
Western Carolina University (NC)		*	*	*	*	*	*	*	*	
Western Connecticut State University (CT)	*	**		**	**	**	**	**		
WESTERN ILLINOIS UNIVERSITY (IL)	*	**	**	**	**	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*	*
WESTERN MICHIGAN UNIVERSITY (MI)	*	**	**	**	**	**	**	**	**	**
Western Montana College of the University of Montana (MT)	*		**		**	**	**	**	**	
Western New Mexico University (NM)	*	*	**	*	*	*		*		
WESTERN OREGON STATE COLLEGE (OR)	*	**	**	**	**	**	**	**	**	**
Western State College of Colorado (CO)	*	*	*	*	*	*	*	*		
Western Washington University (WA)		*	*		*	*	*	*	*	*
Westfield State College (MA)		**	**				**			
WICHITA STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*	*	*
William Paterson College of New Jersey (NJ)	*		**	**	**	**	**	**	**	**
Winona State University (MN)		**			**	**	**	**	**	**
Winston-Salem State University (NC)	*		*	*	*		*	*	*	*
Winthrop University (SC)			*	*	*	*		*	*	*

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Worcester State College (MA)	*	**					**		**	**
Wright State University (OH)				*		*	*	*	*	
York College (NY)									**	
YOUNGSTOWN STATE UNIVERSITY (OH)	*	**	**	**	**	**	**	**	**	**
	215	272	262	261	272	281	279	282	290	269

Total number of public colleges and universities which participated in the faculty salary survey for the first time in the last ten years during 1992-93: 16.

Total number of public colleges and universities which have participated in the faculty salary survey at least once during the last ten years of the survey: 421.

Total number of public colleges and universities which have participated in each of the last ten years of the faculty salary survey: 67.

Grand Total of times public colleges and universities have participated in the CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN STATE COLLEGES AND UNIVERSITIES over the last ten years (1983-84 through 1992-93) of the survey: 2,683.

SPECIAL STUDY ORDER FORM
CUPA 1992-93 Public Faculty Salary Survey

INSTRUCTIONS: To avoid delays in processing your order, please follow these:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311, Ext. 22.

PROFILE:

Name_____Title_____

Institution_____

Address_____

City,State,ZIP_____Phone( )_____

Note: The information below only applies to the 1992-93 survey year and is subject to change without notice.

BASIC FEES:

Please check the appropriate category:

- ❑ $250 (CUPA members who participated in the 1992-93 study)
- ❑ $340 (CUPA members who did not participate in the 1992-93 study and non-members who did participate)
- ❑ $425 (CUPA non-member institutions who did not participate in the study and other non-profit organizations)
- ❑ $575 (All others)

Did your institution participate in the 1992-93 survey? ____Yes ____No
Is your institution a member of CUPA? ____Yes ____No

DELIVERY:

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office.

TYPES OF DATA DISPLAYS: (Use a separate sheet for additional requests. Refer to pages 2 and 4 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704)262-2126, in addition to submitting to CUPA).

____2. Percentile Rank (PR) Display

____3. Salary Trend Display (Comparison between two survey year's data—only those institutions that have participated in each of the years requesting)
____4. Other Trend Displays (please specify on a separate sheet; additional costs may be incurred)
____5. Other (please explain on a separate sheet; additional costs may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Affiliation/Support

   Public_____ Private/Religious_____ Private/Non-Religious_____

3. General Budget

   Less than $_____ More than $_____ Between $_____ and $_____

4. FTE Enrollment

   Less than _____ More than _____ Between _____ and _____

5. FTE Faculty

   Less than _____ More than _____ Between _____ and _____

6. Geographic Area—States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," of the survey report to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available. Your institution's data will be included only if specifically requested.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

PAYMENT INFORMATION

Please check all that apply:

- ❑ I am a CUPA Member ❑ I am not a CUPA member
- ❑ My check is enclosed for $_____
- ❑ Please bill me $ _____. **Must include PO#**_____

Please forward your request (be sure to include check or purchase order number) to:
CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036.

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126.

College and University Personnel Association
1233 Twentieth Street, NW